



# ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರ

ಅಧಿಕೃತವಾಗಿ ಪ್ರಕಟಿಸಲಾದುದು

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ಪುಟ 1

ಗೌರವಾನ್ವಿತ ರಾಜ್ಯಪಾಲರವರವರಿಗೆ ಒಂದು ಸಾರ್ವಜನಿಕ ಅಭಿಪ್ರಾಯಪತ್ರ

ಜನತೆಯ ಸಾರ್ವಜನಿಕ ಅಭಿಪ್ರಾಯಪತ್ರ

ಈಗಾಗಲೇ ಜಾರಿಯಲ್ಲಿ

ವಿವರಣೆ ದೃಢೀಕರಣ

ಸಂಖ್ಯೆ: ಎಜಿ 246 «ಜಿ» 2018, ರಾಜ್ಯಪತ್ರ, ಫೆಬ್ರವರಿ 31-12-2018

ರಾಜ್ಯಪಾಲರವರಿಗೆ ಒಂದು ಸಾರ್ವಜನಿಕ ಅಭಿಪ್ರಾಯಪತ್ರ 246 «ಜಿ» 2018, ಫೆಬ್ರವರಿ 21.12.2018ರಲ್ಲಿ ಜಾರಿಯಲ್ಲಿರುವ ರಾಜ್ಯಪಾಲರವರಿಗೆ ಒಂದು ಸಾರ್ವಜನಿಕ ಅಭಿಪ್ರಾಯಪತ್ರ

“ಗೌರವಾನ್ವಿತ ರಾಜ್ಯಪಾಲರವರಿಗೆ

ಪ್ರಕಾರ	ಫುಲ್ ಪ್ರಮಾಣದ ರಾಜ್ಯಪಾಲರವರಿಗೆ ಒಂದು ಸಾರ್ವಜನಿಕ ಅಭಿಪ್ರಾಯಪತ್ರ	ಫುಲ್ ಪ್ರಮಾಣದ ರಾಜ್ಯಪಾಲರವರಿಗೆ ಒಂದು ಸಾರ್ವಜನಿಕ ಅಭಿಪ್ರಾಯಪತ್ರ	ಫುಲ್ ಪ್ರಮಾಣದ ರಾಜ್ಯಪಾಲರವರಿಗೆ ಒಂದು ಸಾರ್ವಜನಿಕ ಅಭಿಪ್ರಾಯಪತ್ರ
ಪ್ರಕಾರ	252.00	243.31	-8.69
ಪ್ರಕಾರ	29.05	29.41	1.57
ಪ್ರಕಾರ	28.91	30.62	0.5
ಪ್ರಕಾರ	54.66	64.79	10.13
ಪ್ರಕಾರ	34.11	36.04	1.93
ಮಿತಿ	398.73	404.17	5.44

”

ಜನತೆಯ ಸಾರ್ವಜನಿಕ ಅಭಿಪ್ರಾಯಪತ್ರ

“ಗೌರವಾನ್ವಿತ ರಾಜ್ಯಪಾಲರವರಿಗೆ

ಪ್ರಕಾರ	ಫುಲ್ ಪ್ರಮಾಣದ ರಾಜ್ಯಪಾಲರವರಿಗೆ ಒಂದು ಸಾರ್ವಜನಿಕ ಅಭಿಪ್ರಾಯಪತ್ರ	ಫುಲ್ ಪ್ರಮಾಣದ ರಾಜ್ಯಪಾಲರವರಿಗೆ ಒಂದು ಸಾರ್ವಜನಿಕ ಅಭಿಪ್ರಾಯಪತ್ರ	ಫುಲ್ ಪ್ರಮಾಣದ ರಾಜ್ಯಪಾಲರವರಿಗೆ ಒಂದು ಸಾರ್ವಜನಿಕ ಅಭಿಪ್ರಾಯಪತ್ರ
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ಮಿತಿ	398.73	404.17	5.44

”

F >E8'AiA°e 2<sup>nd</sup> a AADAEAXA 1. vA'APbA L.J.Y.S.J.i. gP gEAB a AA'E NZt AZA (4) gA Cq MEZEIAiA°e a AtAdA a AVAO PUAJ PA E'ASAIiA a AAiAiA°e zA a PA'AOYPA zAEO±PJA, PEAOI PA PE'AOA COpECP a UPA a AIA«AVA° a ASzi a AZIUE .BA a AIAAOUE 1/2 .A AVgAVtE vZEAVJA IFS (Pay) Rules, 2007 gEAIiA bJ a AZIAIEAB "a AARa CgItA .AgPMACPAJ, PAIAIOAIZEAdE a AZIUE .P AIEAAVJA a AZIAIAZA a AA'E NZt AZA (5) gA .PAOj DzA±bP e YU tA A AVgAVtE a AA'E NZt AZA (6) gA .PAOj





EĀ' Aqīd , A, Āiā ¥ĥCUMĀ Eaj Azā Pqā āAwAiā'e CkPĤ, Ā'ĀPāZā CA±UMĀ Pāj vā , Pōē āĻvĀU CQ#AAiā'a EĀB  
¥qĀiā-ĀVgĀivē

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PAÖgPÄ YÄÄP EÄÄEÄB PÄE®APLÄP ÄV YJ ZÄ° 1, F PÄPÄgÄVÉ DzÄ° 1 ZÉ

ΠΑΘΓΛΑΔΖΑ+Α, ΜΣΠ ΠΕ 92 ΠΙΓΕ 2018, ΑΥΜΕΓΑ, ΦΕΑΠΑ 17.01.2019.

[illegible]

F DZÄ+P EÄB DyöPÄ E-ÄSAiÄ n¥tÄÄ ASí : DE 769 aZiÄ 4/2018, ÇEÄAPÄ 01.01.2019, AiEÄdEfE E-ÄSAiÄ n¥tÄÄ ASí r 4 jY¥iM 2019, ÇEÄAPÄ 07.01.2019 gP è ÄÄrgÄÄÄ P PÄw aÄÄgÜf oEgr Ä ÄVzE

PIÉÁÖI PÀ gÁdãYÁ®gÀ DeÁÉÄ ÁgÀ a ÄvÄÜ CªgÀ °ÉJ ÉPè

©.J. i. £ÁUgNÀ Ää

3. PÁŏgZÀ CÇĀĒÀ PĀAiĀŏzPŏ,

PM E-ASE (AIEAdE)

# CFAŞAZA 1

PEÁŌI PÀgÉvÀ GvÁzRÈjÀ, À, UŪ4À ¼Ãw, 2018

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[illegible]









- [illegible]

- [illegible]

10 PÁAiÄÖPÑvMÄÄ aÄvÄÜ¥È ÁEÄ·kUÄÄ :

- 10.1 gĕvA GvÁzPĭgA ,A\_ŬKĒAB ,AWH\_Ė °ĀZĀZAPĕvUkA: gĕvA GvÁzPĭgA ,A\_ŬKĒAB Pĭŋ, vĚAI UAJ Pĕ gĕmĭ Pĭŋ, ¥ĀĀ ,AUKE¥ĀĔĔ Pĭŋ Cgtā «ĀĒĒUĀJ Pĕ °AUKE vĀŠACū<sup>a</sup>PĀIŊUKP ěgb ,Ā°ĀZĒAB ¥ĔĔĒvĀ» ,Ā°ĀZĀ.
- 10.2 gĕvAGvÁzPĭgA ,A\_ŬKA¥ĔĔĒĒ·ĔUKĀ: gĕvAGvÁzPĭgA ,A\_ŬKA ¥ĔĔĒAR ¥ĔĔĒĒĒ·ĔUKĀ gĕvgĀ, CzġP AĪĒĒ<sup>a</sup>ĀZPĀ ,ĀtÚ<sup>a</sup>vĀŬ Cw ,ĀtÚgĕvgĀ °AUKE<sup>a</sup>Ā»¼Ā gĕvj ŨĔ DZĀĔ

11 gÉvÀ GvÁzRÀÀ À ÙÀgZÈÉÉ ÁA¹ÙÀ ÁS® :

gĕvĀ GvĀZPĕĭĀ Ā, ŪMĀ gZĕĕ ĀĬVĀŪ PĀĀĬĀŌ ȡĀŌŪĀĬĀĬĀĬĀ F PĬĀMĕĀ Ā, ŪMĀ PĒ, Ā ȡĀŌ», ĬVĕĕ ««ZĬ Ā, ŪMĀ ȡĀŌ» ĬĀĀ ĬĀVĕMĀ ĀĬVĀŪ dĀĀĬĀĬĀ F PĬĀMĕĀwĀĕ

### 11.1 C#PÁgÀiÄÄPÜ, ÌÄÄW :

[illegible]

## 11.2 ΕΛΕΓΧΟΣ ΤΗΣ ΕΞΕΛΙΞΗΣ:

PMI E-ASAIĀ EĒĀQTĪ E-ASAIĀV PĀAIŅO<sup>2</sup>» ĀĀĪĀ, J-ĀE ¥Ā@ĀZĀGĤĀ E-ASUMĒEACUĒ PĀĒĀĪĀ ĀCŪ ĀĀĪĀ, °ĀUĒ CĀPĀGĀĪĀPI ĀĀWUĒ GĒVĀ GvĀZPĤĀ ĀUĀĀ gZEĀĪĀ SUE PĀPĀGĀ ĀĀQĀĀĪĀ. PMI ĀĀ@ĀĪĀZPĒ ĪĀ PĀAIŅOPĀM EĒĀQTĪ KeĒĀĪĒĒB ģĀĀĀUĀĀĪĀ.



[illegible]

13 G, ÄÛ Áj aÄvÄÜaÄË®äÄÄ¥ÈÄ:

gēvā Gvāz Pāā , A , ūmā Gvā dēā ° āūKE C<sup>a</sup> ūmā ≠ ūvā āāēāē Cē Pāgā āāPō , kāwāā G , āP āj a āāqā ā āzā.

14 gfvÀ GvAzRghÀ À WkUE °À PÁ À °ÁUNE DAiÀAiÀ ··AS® :

14.1. gēvā GvázPbjā „A„UkUÉ Cā„UkA ««zā „WpAtUaiā „AvzPē „ŌtPā'EA Cā„EPMē-ĀgāVzē DgA„Pā „AvzPē CxPā gZEā Cā„Kaiā°ē F „A„UkA „ŌtPā'Ā „ĀrPaiā ŸĀĀRā AV gēvġEAB „biAUē½ „ĀāzPē EKEāAZAtā ±Ā°i ««zā aPpĀgUkA „ŌUKE „ā„D°Uē RZĀŌ, vġā'Aw „ŌUKE PpPā PāVē „Ān EvāK„UkUÉ Cā„E„gāVzē gēvā GvázPbjā „A„UkA „WpAtUaiā „AvzPē Cā„UkUÉ aĀE° „EPaiāŌUKEAB „ĀU „Pā „AS°, vPĀā aPpĀgPĀEAB „ā„D», Pā „ŌUKE „Āāx„Dāz„DEAiā ZiĀā„hP„UkUāv ŠAQpĀVzā Cā„EPMē-ĀgāVzē PPEAiāZāv gēvā GvázPbjā „A„UkA CAwā „AvzPē CxPā Cā„UkA aPpĀgā «„ġUā „AvzPē „ŌbEA „ŌtPā'EA Cā„EPMē-ĀzĀV „Ā°zā gKēVzPē Eā„UKEAB „ġpĀiāāa aĀE°Pā „A„UÉ Cā„E„Pkġāā ««zā aĀE° „EPaiāŌUkAZā „A„ġUā WĀ PUKā, „A„ġUā/a„MĀŌPġAt/«AUqUē ŸzēĀ±UkĀ, „AUPLĀ UKEāZāā„UkĀ ZĀV° „AUPLĀ aPĀ„Ā „Āj UÉ aPĀ„Ā aĀġāP„hiāAvPā „AS° aPĀ„UkUÉ Cā„E„PkġāVzē F aPĀ„UkĀ gēvā GvázPbjā „A„UkA aPpĀgPĀEAB «„ġ „Pā Cā„E„PPĀVŌVMPē

[illegible]

14.3. <sup>1</sup>ÁgM<sub>1</sub> PÁögPÁ 2018g<sub>1</sub> DAi<sup>a</sup> Ai<sup>a</sup>zP è 5<sup>a</sup> <sup>2</sup>u<sup>a</sup>BU<sup>a</sup>M<sup>a</sup> C<sup>a</sup> <sup>3</sup>U<sup>a</sup>E g<sup>a</sup>v<sup>a</sup> GvÁzP<sup>a</sup> <sup>4</sup>A<sup>a</sup> <sup>5</sup>U<sup>a</sup>U<sup>a</sup>E DzÁAi<sup>a</sup> v<sup>a</sup>j U<sup>a</sup>E-ÁAz<sup>a</sup> «EÁ-Áw  
<sup>6</sup>Árz<sup>a</sup>

14.4. EzPĕ ȚMegPĕ ÁV gĭvĭ GvÁzPĭgĭ, Ā, ŪKĀ Īĭj Pĭgt °ÁŪKĒ ĪĭPĕĀŪĪĒ ȚMegPĕ ÁZĀ «ZĀ °ĭt PĀ, Ā ĪĭPĕĀĪĒĀ gĀdĀ °ÁŪKĒ PĕĀZĕ, PĀdgŪKĀ DĀĪĀ ĪĀĪŪKĀZĀ F PĕĪŪĒ ĒPĀĒĒĒ ĪZĀ ĪĀhPĕŪKĪV GȚĀĪĒĀV, ŠĀZĀVZĒ

14.4.1 gēvā GvāzPbā ,A ,UMā gZEE CxPÁ DgāPā °mā gēvā GvāzPbā ,A ,UMā YAgāPā °AvZā °°PÁ tUJE CāEPkglā °tPÁ ,EAB CzhpAIME °MāPÁV CāUMā ,ÁāxPāZEE °AUKE °IAUDZāDEA CāEPVUZE CEāZĀEA «Zā PAAiāOZgUē ,ASACivā °IZUUV, gēvā ,IAUE½,Ā«PUÁV, PP PÁ YPÁ ,UUV, vā ,IWUUV gēvā GvāzPbā ,A ,UMā YP° ml gi ( ,IZĀiĀ ,AYEE° °DUKĀ), °Mā PĀiā°ā°Pā CCPāj UĀ, PĀj ,PĀiāPbā, qĀMā JAnē DYgĀ giUMā UEGPZE āqāĀZĀ, EEĀZĀtĀ RZĀO, MAZĀ ,PZā CEāZĀEA ,PĀiā, EVĀ °ā°LĀ °IZUĀ āE°ā ,hĀiāi C°PĀC° °AUKE °P PĀgĀ iĀEĀDEUMAvPā °P Pāj PĀ °ĀP VUZE CāEPkglā °tPÁ ,EAB gĀDā CxPÁ PĀAZē ,PĀOgZā iĀEĀDEUMĀ °Ā ,ĀĀZĀ.

[illegible][illegible]

14.4.4. **AYEKE® A.UMUE AS®:** givA GvAZPhA A.UMa gZEUAV DAiAUKEaqA AYEKE® A.UMUE CAAPKgaA aAVEA YEPA A M «Zi aPA AUKE aZUMa oAUKE Evge RZiAUMa aD oMUE oAtPA A PAaiA CAAPRAVAViZi

14.4.5 ZÁ°ÁiÁ°gā°A ««ZÁ E-ÁSÚMÁ AíEÁDÉUMÁ: J-Áe CōPíC D E-ÁSÚMÁ AíEÁDÉUMÁB gēVÁ GvÁZPjA  
 ,Á, ÚMÁ aÁE°PÁ CÉÁMÁÉUKE½. Á°P è DzÁÉ ñÁqā°ÁZÁ.

14.4.6 gÁdà<sup>a</sup> Ìl̀ Òl̀ E-ÁSÚMÀ È ÀiÈÁdEÁ G, ÌPÁj WÌ PÌUkUÈ Ò ÁUKE PÌŋ, Ì<sup>a</sup>Á<sup>a</sup>Àìl̀ZP È gÌ, Ì ÁUÀ<sup>a</sup> À ÈÈÈÁqÀ<sup>ì</sup> Ì Á ÚÈ ÌEPÌ DÀÌ<sup>a</sup> ÀÌÀ<sup>ì</sup> ÁS® CÀ<sup>a</sup> ÌgÌVÌÈ EzÌP È ÀÀR<sup>a</sup> ÁV Ì Ò ÚÁqÌ Ì À<sup>a</sup> ÈÈÁ<sup>a</sup>

- [illegible]

15    𐌰𐌶𐌿𐌸𐌰𐌹𐌰   𐌸𐌰𐌵   𐌲𐌰𐌸𐌰𐌹𐌰   𐌰𐌶𐌿𐌸𐌰𐌹𐌰

PEAŌI PÀ gVáZPga „Á„UMA ðAw - 2018 PEAŌI PÀ gÁDà ¥MZE ¥PA áAZà ÇEÇAZà eAj UÉ SgAMZÉ aAVAU aAAÇEI  
ðAWaiÄ WEAµLiAiäaGUe 1AZivä oEAçGävZÉ F ðAWaiÄ „PÄögZä CäLPUMUÉ ÇEÜUt aÁV PÄ®PÄ®PÉ ¥ÄEgi «aÄ+DUÉ  
M¥KbävZÉ

16 G¥Àk·ÁUÀ¤ÃwU¼Ä

PEAÖI PÄ PÄÖGPA F «PÄIPI ASACIZAVI ÖPÖÄGÄ GYKÄUÄ ÄWUKEAB ÖEGMAÇZİ DZİJ AZİ F P/PAQİ  
 ÄWUKEAB İAİFÄUÄ İAR CxİÖ İÄZİ CÄİPÄVZİ

- PEÁÐI PÁPÍŊI 𐀀𐀁 2006
- PEÁÐI PÁGÁDá 𐀀𐀁 𐀀𐀁𐀀𐀁 PÁPÍŊI 𐀀𐀁 2004 𐀀𐀁𐀁𐀀 2017
- 𐀀𐀁𐀀𐀀PÁPÍŊI 𐀀𐀁 PÁGÁ C𐀀𐀀𐀀𐀀𐀀 𐀀𐀁 2011
- PEÁÐI PÁPÍŊI 𐀀𐀁ÁGÁP𐀀𐀀𐀀 𐀀𐀁 2013
- PEÁÐI PÁPÍŊI 𐀀𐀁 PÁGÁ 𐀀𐀀𐀀𐀀 D𐀀ÁGá 𐀀𐀁𐀀𐀀𐀀𐀀 𐀀𐀁 2015
- PEÁÐI PÁ «𐀀𐀀𐀀 PÁPÍŊI GvÁZÉÁ 𐀀𐀁𐀀𐀀𐀀𐀀𐀀 𐀀𐀁 2018

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PÁögZÀ CÇĀĒÀ PĀĀĪŌZPŌ,  
PĀĪ E-ĀSĒ (AĪĒĀdĒ)

**AGRICULTURE SECRETARIAT**

**Sub :** Karnataka Farmer Producer Organizations (FPOs) Policy 2018.

**Read :** 1. Para No. 21 of Budget Speech July 2018.

2. Govt. Order No. AGD 75 AMS 2017, Dated: 21.04.2018.

### 3. Proceedings of the Workshop held on 01.03.2018.

4. Proceedings of the Meeting held on 10.08.2018.

5. Proceedings of the Workshop held on 30.08.2018.

6. Proposal from Commissioner Watershed Development Dept.  
No WDD/PC/FPO/01/2018-19, Dated: 03.10.2018 & 15.11.2018.

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## 1. Introduction

The Indian agriculture sector has made significant strides in the past few decades by meeting the required production of basic staple like rice and wheat to feed the growing population. However, farmers \* are unable to realize the right value for their produce and achieve full potential in terms of yield. The subdivision and fragmentation of land holdings, lack of awareness and less inclination towards adoption of newer technologies has led to lower levels of production against the optimal potential. The absence of adequate marketing infrastructure, long chain of intermediaries, lack of collectivization effort has led to fewer marketing opportunities and reduced profits to the farmers.

Collectivization of primary producers, especially small and marginal farmers, into producer organisations is emerging as one of the most effective pathways to address various challenges of agriculture and most importantly, improved access to investments, technologies, quality inputs and markets. Department of Agriculture and Cooperation, Ministry of Agriculture and Farmers Welfare, Government of India has identified Farmer Producer Organisation (FPO) as the most appropriate institutional form and mechanism to mobilize farmers and build their capacity to collectively leverage their production and marketing strengths.

The many challenges faced by individual small and marginal farmers especially in marketing of the produce are expected to be addressed by the formation of FPO. As a producer company, FPO should be able to unleash the economic and entrepreneurial potential of the local producer community through enhanced negotiation power and business partnerships. These organizations are created depending upon the needs of the producers considering the demand potential to adopt value chain approach to enhance producer's economic and social benefits.

**Status of FPO formation in Karnataka:** There are around 300 FPOs already formed in the State, mainly promoted by NABARD and Horticulture Department. NABARD has followed its own guidelines for the formation of FPOs whereas the Horticulture Department has followed SFAC (Small Farmers Agribusiness Consortium) guidelines of Government of India. Sericulture Department has also taken up the formation of FPOs by formulating their own guidelines. The SFAC has promoted nearly 25 FPOs through Agriculture Department mainly on pulses in the Hyderabad Karnataka region.

Various instruments like the risk fund to cover the risk involved in marketing activities, and development of labels to bring in quality standards for FPO produce and thereby fetch better price already approved by the Karnataka Government for strengthening of FPO's need to be operationalized. The Centre of Excellence for FPO (CoE-FPO) has been established as an autonomous body to support and promote formation and strengthening of FPO's in the State.

\*The term "FARMER" will refer to a person actively engaged in economic and/or livelihood activity of growing crops and producing other primary agricultural commodities and will include all agricultural operational holders, cultivators, agricultural labourers, sharecroppers, tenants, poultry and livestock rearers, fishers, beekeepers, gardeners, pastoralists, non-corporate plants and planting labourers, as well as persons engaged in various farming-related occupations such as sericulture, vermiculture, and agro-forestry. The term will also include tribal families / persons engaged in shifting cultivation and in the collection, use and sale of minor and non-timber forest produce as per the definition in National Policy for Farmers 2007.

The Hon'ble Chief Minister of Karnataka in July 2018 Budget speech has declared "It is essential to constitute Farmer Producer Organisations to provide suitable marketing system for the farm produces apart from increasing the productivity by organising farmers. Through these Farmer Producer Organisations, farmers' income can be augmented by providing quality implements, farm machinery, establishment of basic infrastructure for post-harvest management and by providing suitable prices for farm produces. A State Farmer



Producer Organisation policy will be implemented to strengthen farmers' organisation and capacity building". A committee headed by the Commissioner, Watershed Development Department was entrusted with the task of preparing the draft policy. This policy document has been developed on the basis of deliberations of the workshop and several interactive/brain storming meetings conducted in this regard.

Being formal, voluntary membership-based organisations working for the economic benefit of producer members, FPOs belong to an unique category of organisations which require a diverse portfolio of capacity development and handholding support/inputs for their overall development as business enterprises. Public sector institutions (primarily SFAC and NABARD) which have taken up the mandate of FPO promotion at National level have envisaged that Resource Institutions (RIs) entrusted with the formation of FPOs would be able to cater to the entrepreneurship development needs of FPOs. Experience indicates that some of these RIs have been found wanting even on simple operational and administrative tasks related to FPO formation. Given the diversity and complexity of enterprise development needs of FPOs, it requires a dedicated and suitably-equipped institution to take up such a mandate and to effectively fulfill them. The Government has recognized this institutional void and has made a head-start in addressing the needs of FPOs through the establishment of a Center of Excellence for FPOs (CoE-FPO); which would bring together the unique strengths of entities from the public, private and social sectors. To cope up with the mechanisms to generate wealth for the farmers particularly small farm holders, the Government has realized the urgent need to create appropriate ecosystem in the State.

## 2. Vision

Farmer producer organisations (FPO) formed and registered under the Companies Act 2013, will enable to mobilize farmers and build their capacity to collectively leverage their production and marketing strengths. Vision of the FPO is to build a prosperous and sustainable member-owned producer organization that enable farmers to enhance productivity through efficient, cost-effective and sustainable resource use and realize higher returns for their produce, through collective action. The State based on need envisages to form at least one FPO in every hobli jurisdiction, thereby collectivizing around 5 lakhs farmers over the next five years.

## 3. Mission

- 3.1 To collectivize farmers, especially small and marginal producers, to foster effective technology penetration, improve productivity, enable improved access to inputs and services and increase farmer income; thereby strengthening their sustainable agriculture-based livelihoods.
- 3.2 The participant farmers will be supported to identify appropriate crops relevant to their context, provided access to cost effective modern technologies through community-based processes, their capacities will be strengthened for enhanced productivity, value addition of feasible products and market tie up.
- 3.3 Farmers will be organised into small neighbourhood informal groups (Farmer Interest Groups -FIGs) which would be supported to form FPOs for improved input and output market access and negotiating power.

## 4. Main objectives

- 4.1 Mobilising farmers into groups of around 20 members at the village level (FIGs) and building up their associations into FPOs, so as to plan and implement product-specific cluster/commercial crop cycles.
- 4.2 Strengthening farmer capacity through training on Good Agricultural Practices(GAPs) and facilitating access to steady and timely supply of quality inputs and services, including credit and insurance for increasing agricultural productivity and enhancing competitiveness at cluster level.
- 4.3 Facilitating access to fair and remunerative markets, including linking of FPOs to marketing opportunities.
- 4.4 Providing institutional support for capacity building and handholding of FPOs.
- 4.5 Develop common guidelines to bring synergies across various departments and for effective implementation and functioning.
- 4.6 Create platform for exchange of information, product and services between FPOs and the other stakeholders in the supply and market chain for business networking.
- 4.7 Guide in monitoring and evaluation of FPOs.

## 5. Purview

The provisions of this policy shall be applicable to existing FPOs already registered under the Companies Act 2013 and those FPOs that shall be registered subsequent to the issue of this policy. The primary agriculture co-operatives may also aggregate and register as FPOs. FPOs formed in agriculture, horticulture, sericulture, animal husbandry, forestry, fisheries and allied sectors will come under the ambit of this policy. This policy shall be common for all departments and developmental agencies involved in the formation of farmer producer organisations in Karnataka.

## 6. Farmer Producer Organisations (FPO): Definition and Roles

- 6.1. A FPO is a registered company under the Companies Act 2013, consisting of farmers who are the primary producers of a particular commodity or group of commodities. FPOs are associations of actual producers created with the aim of helping their members share knowledge and experience, engage in appropriate technologies that help simplify farm management,

post-harvest, storage and value addition, to increase yields and production, reduce post-harvest losses, improve and expand market linkages, enable easier access to credit, insurance, build businesses and increase income.

**6.2. The main roles and responsibilities of FPO are as below:**

- To organize farmers into FPOs for specific commodity or group of commodities by mobilizing members in a specific area.
- Mobilize share capital required for successful implementation of business plan.
- Elect Board of Directors and develop business plan involving representative from all FIGs.
- Develop bye laws and code of conduct etc., required for smooth functioning of the FPO.
- Ensure all legal compliances in the functioning of FPO.
- Each FIGs or group of FIGs formed will have a specific or group of commodity wise output business plan.
- Undertake input business to ensure timely supply of quality inputs as per requirements of the members.
- Undertake output business of key commodities of its members.
- To take steps to create required infrastructure like, collection center, cold storage facility, refrigerated transport facility, processing and value addition centers, custom hiring centers and such other facilities based on the needs of the FPOs.
- To take effective steps in branding and marketing of the produce.

**7. Fundamental concept of FPOs**

- 7.1.** The FPOs shall initially comprise of 200-500 farmers, which may be upscaled to 1000 members or more. However, FPOs formed in tribal, malnad, coastal and other local specific areas may comprise of lesser numbers also.
- 7.2.** Formation of FPOs shall be basically area based with the focus on few key commodities.
- 7.3.** The FPO shall be a business entity with a detailed business plan as well as share capital from all members who are farmers, producing aspecified commodity/commodities
- 7.4.** FPOs would be registered as a producer's company under the Companies Act 2013.
- 7.5.** The legal status of the FPO should enable business/trading/other commercial activities, including value chain development that generate additional income to the members.
- 7.6.** Formation of FPOs should enable the farmer members to handle collective business in corporate manner.
- 7.7.** FPOs should be able to aggregate/procure products produced by members of FPO and to sell at a better price by reducing intermediaries.
- 7.8.** Improvement in production and productivity of produce through adoption of technologies and GAPs by the farmer members.
- 7.9.** Promotion and adoption of technologies related to post-harvest, storage,handling and marketing to reduce the post-harvest losses.
- 7.10.** Create infrastructure facilities in the context of existing and emerging market opportunities and get access to markets by utilising these facilities for processing, storage, grading and packing etc.
- 7.11.** Encourage value chain development and make farming sector a viable business proposition.
- 7.12.** Increasing income and benefits to the members of the FPO by establishing strong forward and backward linkages.
- 7.13.** FPOs have to develop links with corporates/ private companies for marketing of their produce.
- 7.14.** FPO and its members shall be one of the main channels and be given preference in implementation of various support schemes and programs of the Government.

**8. Strategies for implementation**

- 8.1. Formation or initial phase of FPO:** Identified local RIs will be involved to mobilise farmers into FIGs and then federating them to FPOs.
  - 8.1.1** Collectivization of producers, especially small and marginal farmers into FPO.
  - 8.1.2** To promote economically viable self-governing, democratic FPOs.
  - 8.1.3** To provide support for the promotion of FPO's by qualified, experienced and developmental institutions- Resource Institutes (RIs).
  - 8.1.4** Funding support to RIs to be linked to performance and milestones achieved at every stage till FPOs become self-sustaining.
  - 8.1.5** Identification and development of value chain for agriculture and all related sectors.
  - 8.1.6** The time frame for this phase shall be one to two years.

**8.2. Business incubation or growth phase of FPO:** Post registration support for FPO shall be provided by specialized RIs who shall impart technical and managerial skills to implement the Business plan.

- 8.2.1 To remove hurdles in enabling farmers access the markets through their FPOs, both as buyers and sellers.
- 8.2.2 To create an enabling policy environment for investments in FPOs to leverage their collective production and marketing strengths.
- 8.2.3 Just as the Krishi Vignana Kendra (KVKs) are catering to production and extension activities, to establish Krishi Business Kendra (KBK) to cater to the Business needs of entrepreneurs and market led extension activities for FPOs
- 8.2.4 FPOs trading place may be declared as APMC sub yard and APMC to provide licence to FPOs for trading of inputs and outputs.
- 8.2.5 Facilitate allocation/ sanction of place for trading by FPOs or purchase of land by the FPOs under the Karnataka Land reform Act for establishment of required infrastructure.
- 8.2.6 FPO incubation and stabilization fund created by Horticulture Department shall be utilized based on the demand from the FPOs of Karnataka.
- 8.2.7 Center of Excellence for FPO already formed under Horticulture Department to guide the FPOs on business development and also take up capacity Building activities.
- 8.2.8 The time frame for this phase shall be two years from the date of registration.

**8.3. Maturity or Business expansion phase of FPO:** For expansion of Business and scaling up of activities taken up by the FPO, guidance shall be provided by FPO-BDA and specialized market oriented RIs.

- 8.3.1 Institution of awards/recognition for best performing FPO's and CEO's for motivation and to create a sense of healthy competition among them.
- 8.3.2 Need based establishment of a federation/s of the FPO at the State /Regional level.
- 8.3.3 Establish linkages with corporates as a Business proposition through public-private partnerships.
- 8.3.4 Creation of common facilitation center for post-harvest management for a cluster of FPOs/Federations which preferably shall be managed by an Organization / Private Company that has proficiency in marketing.
- 8.3.5 Support for branding of FPO products to facilitate marketing.
- 8.3.6 The time frame for this phase shall be two years from the growth phase

**8.4. Policy initiatives:**

- 8.4.1 To provide the required assistance and resources – policy action, inputs, technical knowledge, financial resources and infrastructure to strengthen FPO's.
- 8.4.2 To declare FPOs at par with cooperatives registered under the relevant State legislation and to extend all benefits and facilities to member-owned producer institutions from time to time.
- 8.4.3 Provision of assistance to FPOs who have evolved on their own without any support from the Government and FPOs which are formed with support from NABARD or other agency for output business marketing.
- 8.4.4 Virtual platform and mobile apps for collectivization and strengthening of marketing support of FPOs along with real time monitoring.
- 8.4.5 Organising of workshops, buyer - seller meets, symposiums, fairs etc.for creating awareness.
- 8.4.6 To bring in accountability of the FPOs through localised monitoring committees and Super Boards.
- 8.4.7 Convergence with NABARD funds wherever possible.

## **9. Guiding values and principles for sustaining FPO development**

**9.1. Values:**

FPOs are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. FPO members must believe in ethical values of honesty, openness, social responsibility and mutual help.

**9.2. Principles:**

- 9.2.1 **Voluntary and open membership-** FPOs are voluntary organisations, open to all eligible persons (primary producers) in a cluster, able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination.

- 9.2.2. **Democratic farmer member control-** FPOs are democratic organizations controlled by their farmer-members, who actively participate in setting their policies and making decisions. Men and women farmer members serving as elected representatives are accountable to the collective body of members.
- 9.2.3. **Farmer-member economic participation-** Farmer-members contribute equitably to, and democratically control, the capital of their FPO. It will be an autonomous and robust farmers' institution, which would trigger economic gains for members.
- 9.2.4. **Autonomy and independence-** FPOs are autonomous, self-help organizations controlled by their farmer-members.
- 9.2.5. **The elected body** will comprise of members representing small and marginal farmers categories and also farmer representatives producing different commodities with equitable gender participation for effective functioning.
- 9.2.6. **Education, training and information-** To provide education and training for their farmer-members, elected representatives, managers, and employees, so that they can contribute effectively to the objective of the FPO.
- 9.2.7. **Co-operation among FPOs-** To strengthen the FPO movement by working together through local, regional, national and international networks.
- 9.2.8. **Concern for the community-** FPOs work for the sustainable development of their communities through policies approved by their members. They work basically as a social enterprise.
- 9.2.9. **Compliance to Companies Act:** The FPO shall function in accordance with the provisions of the Companies Act 2013.

## 10. Sectors and Beneficiaries

- 10.1. **Sectors under which FPO can be formed:** Formation of FPO's will be encouraged in agriculture, horticulture sericulture, animal husbandry, forestry, fisheries and allied sectors.
- 10.2. **Beneficiaries for formation of FPO:** The target beneficiaries of FPOs are farmers with preference to medium, small & marginal farmers, including women farmers.

## 11. Institutional support for formation of FPOs

The following institutions will function to support the formation and functioning of FPOs. The roles and responsibilities of these institutions at various levels are as below:

### 11.1. Empowered Committee

A State level Empowered Committee under the chairmanship of Additional Chief Secretary and Development Commissioner with all stakeholders including Finance and Planning Departments will be constituted. Two members from the Industries shall be co-opted as members to this committee. The committee will guide and monitor the promotion of FPOs and also review the guidelines from time to time. The decisions of the committee shall be implemented by all developmental departments and other development agencies which will promote the formation of FPOs in Karnataka. The common guidelines prepared for the State on the basis of the policy shall be approved by the Empowered Committee. The quantum of financial support to FPOs at different stages and the scale of finance shall be decided by Empowered Committee, depending upon the need of the sector for which FPOs are promoted.

### 11.2. Nodal Department

The department of Agriculture shall function as the Nodal Department. It shall coordinate with all departments and developmental agencies and assist the Empowered Committee in all matters pertaining to formation of FPOs in the State. A Nodal Agency shall be constituted at Secretariat of Agriculture Department for this purpose.

### 11.3. Expert Organization and Knowledge Partners

The Center of Excellence for Farmer Producer Organizations (CoE-FPO); shall be an independent expert organization to cater to the needs of the development departments in formation of FPOs across all sectors in the State. The CoE for FPO shall assist the Empowered Committee in all matters pertaining to policy making, capacity building and business development of the FPOs in the State. All the State Farm Universities will function as knowledge partner and assist in formation and strengthening of FPOs.

### 11.4. State level development departments and implementing agencies

The formation of FPOs is encouraged in agriculture, horticulture sericulture, animal husbandry, fisheries and allied sectors. Hence, the departments of agriculture, horticulture, sericulture, animal husbandry, fisheries, forest, watershed development, co-operation, rural development, marketing and any other developmental departments /agencies shall be part of the FPO development programme.

**11.5. Project Monitoring Unit (PMU) at individual department level**

State development departments and implementing agencies which will promote formation of FPOs, shall have a Project Monitoring Unit (PMU)-to address all issues concerning to FPOs formation and its functioning. The heads of the concerned department/agency shall head the PMU.

**11.6. District level development departments and implementing agencies**

FPO's can be formed in agriculture, horticulture sericulture, animal husbandry, fisheries and other allied sectors. The Deputy Commissioners of the districts will be responsible for coordinating the FPO activities across various implementing agencies. The Deputy Commissioners will be responsible for overseeing implementation, convergence, providing forward as well as backward linkages and credit linkages, monitoring and evaluation etc. A FPO coordination and monitoring unit shall be created with the Deputy Commissioner as Chairman and Zilla Panchayat Chief Executive Officer as Vice Chairman and all heads of the concerned development departments at the district levels shall be the members of the committee with Joint Director of Agriculture as Nodal Officer. Concerned taluk level and other field level officers of the departments will monitor and facilitate the implementation of FPOs.

**11.7. RI agencies for promotion of FPO**

RIs may be a registered NGO, private entity, academic institute or any other institution having experience in working with farmers and their capacity building.

The CoE-FPO shall prepare the panel of RIs for formation of FPOs in the State with the approval of Empowered Committee. The RIs shall undertake mobilization of members, formation of FIGs and FPOs and handhold them.

**11.8. FPO Business Development Agency (FPO- BDA)**

The FPO business development agency shall be a professional body consisting of agri business experts to support the development of business for the FPOs. This shall be established as a body consisting of relevant persons from industries and experts in agribusiness. They will act as an interface between the FPOs and the market and help in facilitating the business by the FPOs in the State, Country as well as for export. This shall also develop the marketing linkages required for the overall growth and development of the FPOs. They also will aid in getting finance and capital for the FPOs.

The KAPPEC shall undertake the role of FPO-BDA.

**12. Provision for Government land**

For the FPOs to run the business and have an establishment, availability of land is a limiting factor. Provision for allotment/grant/lease of Government land to the FPOs to carry out their output business shall be made depending upon their business requirements. The Agriculture Policy 2006 states that the farms belonging to departments of Horticulture/ Agriculture, University of Agricultural Sciences are to be given for the captive cultivation and establishment of agro processing units in various parts of the State. The FPOs shall be given required land in such farms and elsewhere available Government land for their output business activity on priority.

**13. Monitoring and Evaluation**

The progress in promotion of FPOs and their performance will be monitored by the Empowered Committee.

**14. Finance and budgetary support for FPOs**

**14.1.** The FPOs need to be financed at different phases of growth. At the formation or initial phase, the financial need of the FPOs revolves around the cost of mobilizing farmers, registration cost, cost of operations and management, training, exposure visits etc. At the incubation or growth phase the FPOs need support for infrastructure and working capital to run their business and various capacity building activities. And finally, at the maturity or business expansion phase financing is required for setting up various infrastructure like processing units, processing/grading/sorting yards, storage godowns, cold storage, transport facilities, marketing and other such support facilities etc. for expanding their businesses.

**14.2.** Finance for the FPOs shall be accessed through "Equity Grant and Credit Guarantee Fund Scheme" of SFAC, Nabkissan funds of NABARD, loans and working capital from various Commercial and Regional Rural Banks (RRBs) and the Interest subvention scheme.

**14.3.** The Union Government in its 2018 budget has extended a five years tax exemption period for FPOs.

**14.4.** In addition to this, to enable the FPOs to stabilize and grow, funds shall be utilized from State/Central budget for below mentioned activities.

**14.4.1. Formationer initial phase of FPO :** The fund for initial phase for nurturing of FPOs to meet both capacity building and mentoring needs which are grant based and operational expenses as well as mobilisation of farmers,



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ದಾವಣಗೆರೆ ಜಿಲ್ಲೆ, ಜಗಳೂರು ತಾಲ್ಲೂಕು, ಗುಹೇಶ್ವರ ಗುಡ್ಡ ರಾಜ್ಯ ಅರಣ್ಯದಲ್ಲಿ ಮೆ: ಎನ್.ಎಸ್.ಎಲ್. ರಿನ್ಯೂಬಲ್ ಪವರ್ ಪ್ರೈ.ಲಿ. (ಹಿಂದಿನ ಮೆ: Nuzi Veedu Seeds Ltd., Hyderabad) ಇವರು ಈ ಹಿಂದೆ ಅನುಮೋದನೆಯಾದಂತೆ ಬಳಕೆ ಮಾಡಿಕೊಂಡಿದ್ದ 17.577 ಹೆಕ್ಟೇರ್ ಅರಣ್ಯ ಜಮೀನು ಮತ್ತು ಅನಧಿಕೃತವಾಗಿ ಹೆಚ್ಚುವರಿಯಾಗಿ ಬಳಕೆ ಮಾಡಿಕೊಂಡಿರುವ 19.42 ಹೆಕ್ಟೇರ್ ಹೆಚ್ಚುವರಿ ಅರಣ್ಯ ಪ್ರದೇಶದ ಗುತ್ತಿಗೆ ನವೀಕರಣಕ್ಕಾಗಿ ಪ್ರಧಾನ ಮಂತ್ರಿ ಅರಣ್ಯ ಸಂರಕ್ಷಣಾಧಿಕಾರಿ (ಅರಣ್ಯ ಪಡೆ ಮುಖ್ಯಸ್ಥರು) ಇವರು ಮೇಲೆ ಒದಲಾದ ಕ್ರಮ ಸಂಖ್ಯೆ: (1)ರ ಪತ್ರದ ಮೂಲಕ ಪ್ರಸ್ತಾವನೆ ಸಲ್ಲಿಸಿರುತ್ತಾರೆ ಮತ್ತು ಉಪಯೋಗಿ ಸಂಸ್ಥೆಯು ಸಕ್ಷಮ ಪ್ರಾಧಿಕಾರದ ಅನುಮತಿ ಪಡೆಯದೇ ಬಳಕೆ ಮಾಡಿಕೊಂಡಿರುವ 19.42 ಹೆಕ್ಟೇರ್ ಅರಣ್ಯ ಜಮೀನಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಅನುಮೋದನೆಯಾದಲ್ಲಿ ಉಪಯೋಗಿ ಸಂಸ್ಥೆಯಿಂದ ಸೂಕ್ತ ಪ್ರಮಾಣದ ದಂಡವನ್ನು ವಿಧಿಸುವ ಬಗ್ಗೆಯೂ ಸಹ ಸದರಿ ಪತ್ರದಲ್ಲಿ ತಿಳಿಸಿರುತ್ತಾರೆ.

ಈ ಸಂಬಂಧ ಮೇಲೆ ಓದಲಾದ ಕ್ರಮ ಸಂಖ್ಯೆ: (2)ರ ಪತ್ರದಲ್ಲಿ, ದಿನಾಂಕ: 22-05-2014ರ ಕೇಂದ್ರ ಸರ್ಕಾರದ ಪರಿಸರ, ಅರಣ್ಯ ಮತ್ತು ಹವಾಮಾನ ವೈಪರೀತ್ಯ ಮಂತ್ರಾಲಯದ ಪತ್ರ ಮತ್ತು ಮೇಲೆ ಓದಲಾದ ಕ್ರಮ ಸಂಖ್ಯೆ (1)ರ ಪತ್ರವನ್ನು ಉಲ್ಲೇಖಿಸಿ, ಸದರಿ ಪ್ರಸ್ತಾವನೆಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಅರಣ್ಯ (ಸಂರಕ್ಷಣೆ) ಅಧಿನಿಯಮ, 1980ರ ಪ್ರಕರಣ 2 ರಡಿ ಮೊದಲನೆಯ ಹಂತದ ಅನುಮತಿಯನ್ನು ನೀಡುವಂತೆ ಕೇಂದ್ರ ಸರ್ಕಾರವನ್ನು ಕೋರಲಾಗಿರುತ್ತದೆ.

ಸದರಿ ಕೋರಿಕೆಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಕೇಂದ್ರ ಸರ್ಕಾರದ ಪರಿಸರ, ಅರಣ್ಯ ಮತ್ತು ಹವಾಮಾನ ವೈಪರೀತ್ಯ ಮಂತ್ರಾಲಯವು ಮೇಲೆ ಬಿಡಲಾದ ಕ್ರಮ ಸಂಖ್ಯೆ (3)ರ ಪತ್ರದ ಮೂಲಕ ಕೆಲವು ಅಂಶಗಳ ಮಾಹಿತಿಯನ್ನು ಕೋರಿರುತ್ತದೆ.

ಸದರಿ ಪತ್ರದಲ್ಲಿ ಕೋರಲಾದ ಮಾಹಿತಿಯನ್ನು ಮೇಲೆ ಓದಲಾದ ಕ್ರಮ ಸಂಖ್ಯೆ: (4)ರ ಪತ್ರದಲ್ಲಿ ಒದಗಿಸಲಾಗಿದ್ದು, ಸದರಿ ಮಾಹಿತಿಯನ್ನು ಮೇಲೆ ಓದಲಾದ ಕರಮ ಸಂಖ್ಯೆ: (5)ರ ಪತ್ರದ ಮೂಲಕ ಕೇಂದ್ರ ಸರ್ಕಾರಕ್ಕೆ ಒದಗಿಸಲಾಗಿರುತ್ತದೆ ಮತ್ತು ಈ ಮಾಹಿತಿಯನ್ನನುಸರಿಸಿ ಕೇಂದ್ರ ಸರ್ಕಾರದ ಪರಿಸರ, ಅರಣ್ಯ ಮತ್ತು ಹವಾಮಾನ ವೈಪರೀತ್ಯ ಮಂತ್ರಾಲಯವು ಮೇಲೆ ಓದಲಾದ ಕ್ರಮ ಸಂಖ್ಯೆ: (6)ರ ಪತ್ರದ ಮೂಲಕ ಅರಣ್ಯ (ಸಂರಕ್ಷಣೆ) ಅಧಿನಿಯಮ, 1980ರ ಪ್ರಕರಣ 2 ರಡಿ ಮೊದಲನೆಯ ಹಂತದ ಅನುಮತಿಯನ್ನು ನೀಡಿರುತ್ತದೆ.

ಈ ನಡುವೆ ಸದರಿ ಪ್ರಕರಣದಲ್ಲಿ ಉಪಯೋಗಿಸಲ್ಪಟ್ಟಿರುವ ಮೊತ್ತವನ್ನು (ಎನ್‌ಪಿವಿ ಮೊತ್ತ) ವಸೂಲಿ ಮಾಡಲಾಗಿದೆಯೆಂಬ ಮಾಹಿತಿಯು ಪರದಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಪ್ರಧಾನ ಮುಖ್ಯ ಅರಣ್ಯ ಸಂರಕ್ಷಣಾಧಿಕಾರಿ (ಅರಣ್ಯ ಪಡೆ ಮುಖ್ಯಸ್ಥರು) ಇವರು ಮೇಲೆ ಒದಲಾದ ಕ್ರಮ ಸಂಖ್ಯೆ: (7)ರ ಪತ್ರದ ಮೂಲಕ ಮಾಹಿತಿಯನ್ನು ಸಲ್ಲಿಸಿದ್ದು; ಇದನ್ನು ಮಾಹಿತಿಯು ಪರದಿಗೆ ಒದಗಿಸಿ ಸೂಕ್ತ ನಿರ್ದೇಶನವನ್ನು ಪಡೆದುಕೊಳ್ಳುವಂತೆ ಕೋರಿರುತ್ತಾರೆ.

ಸದರಿ ವಿಷಯವಾಗಿ ದಿನಾಂಕ: 19-09-2016ರಂದು ಸಭೆಯನ್ನು ಸಹ ನಿಗದಿಪಡಿಸಲಾಗಿದ್ದು, ಸದರಿ ಸಭೆಯಲ್ಲಿ ಉಪಯೋಗಿ ಸಂಸ್ಥೆಯು ಅನಧಿಕೃತವಾಗಿ ಅರಣ್ಯ ಜಮೀನನ್ನು ಬಳಕೆ ಮಾಡಿಕೊಂಡು ಕಾಯ್ದೆ ಉಲ್ಲಂಘಿಸಿದ್ದರೂ ಸಹ ಈ ಬಗ್ಗೆ ಕ್ರಮ ಜರುಗಿಸದೇ ಕರ್ತವ್ಯ ಲೋಪವೆಸಗಿರುವ ಅಧಿಕಾರಿಗಳ ವಿರುದ್ಧ ಶಿಸ್ತಿನ ಕ್ರಮ ಜರುಗಿಸಲು ಅಗತ್ಯ ಪ್ರಸ್ತಾವನೆಯನ್ನು ಸಲ್ಲಿಸುವಂತೆ ಪ್ರಧಾನ ಮುಖ್ಯ ಅರಣ್ಯ ಸಂರಕ್ಷಣಾಧಿಕಾರಿ (ಅರಣ್ಯ ಪಡೆ ಮುಖ್ಯಸ್ಥರು) ಇವರಿಗೆ ಸೂಚನೆ ನೀಡಲಾಗಿರುತ್ತದೆ.

ಸದರಿ ಸೂಚನೆಯನ್ನು ಅನುಸರಿಸಿ ಪ್ರಧಾನ ಮಂತ್ರಿ ಆರಣ್ಯ ಸಂರಕ್ಷಣಾಧಿಕಾರಿ (ಆರಣ್ಯ ಪಡೆ ಮುಖ್ಯಸ್ಥರು) ಇವರು ಮೇಲೆ ಓದಲಾದ ಕ್ರಮ ಸಂಖ್ಯೆ: (8)ರ ಪ್ರತಿದ ಮೂಲಕ ಪ್ರಸ್ತಾವನೆಯನ್ನು ಸಲ್ಲಿಸಿರುತ್ತಾರೆ. ಸದರಿ ವರದಿಯಲ್ಲಿ ಮುಖ್ಯ ಆರಣ್ಯ ಸಂರಕ್ಷಣಾಧಿಕಾರಿ, ಬಳ್ಳಾರಿ ವೃತ್ತ ಇವರ ಪ್ರತಿ ಸಂಖ್ಯೆ: A4:Est:FcP:Info:GI:2720/2106-2017, ದಿನಾಂಕ: 08-06-2018ನ್ನು ಉಲ್ಲೇಖಿಸಿ, "ಪ್ರಸ್ತಾಪಿತ ಜಮೀನಿನಲ್ಲಿ ಉಪಯೋಗಿ ಸಂಸ್ಥೆಯು ಅನಧಿಕೃತವಾಗಿ ಹೆಚ್ಚುವರಿ ಆರಣ್ಯ ಜಮೀನನ್ನು ವಿನಿಯೋಗಿಸಿರುವ ಸಂಬಂಧ ಸದರಿ ಪ್ರದೇಶದಲ್ಲಿ ಯಾವುದೇ ನಿಯಮಗಳನ್ನು ಉಲ್ಲಂಘನೆ ಮಾಡಿರುವುದಿಲ್ಲ, ಕಾಲಕಾಲಕ್ಕೆ ಆಗತ್ಯ ಕ್ರಮ ಕೈಗೊಳ್ಳಲಾಗುತ್ತಿದೆ, ಉಪಯೋಗಿ ಸಂಸ್ಥೆಯವರು ಹೆಚ್ಚುವರಿಯಾಗಿ ಉಪಯೋಗಿಸಿಕೊಂಡಿರುವ ಆರಣ್ಯ ಜಮೀನನ್ನು ಕೇಂದ್ರ ಸರ್ಕಾರವು ಈಗಾಗಲೇ ಮೊದಲನೆಯ ಹಂತದ ಅನುಮೋದನೆಯನ್ನು ನೀಡಿದ್ದು; ಪ್ರಸ್ತುತ ಎರಡನೆಯ ಹಂತದ (ಅಂತಿಮ ಹಂತದ) ಅನುಮೋದನೆಯನ್ನು ನಿರೀಕ್ಷೆ ಮಾಡಲಾಗುತ್ತಿರುವುದರಿಂದ ಅಲ್ಲದೇ ಒಟ್ಟಾರೆ ಪ್ರಕರಣವನ್ನು ಪರಿಶೀಲಿಸಿದಾಗ, ಸರ್ಕಾರಕ್ಕೆ ಯಾವುದೇ ಆರ್ಥಿಕ ನಷ್ಟವಾಗದ ಕಾರಣ ಹಾಗೂ ಕೇಂದ್ರ ಸರ್ಕಾರವು ಉಪಯೋಗಿ ಸಂಸ್ಥೆಯವರು ಹೆಚ್ಚುವರಿಯಾಗಿ ಬಳಸಿಕೊಂಡಿರುವ ಆರಣ್ಯ ಭೂಮಿಯನ್ನು ಮಂಜೂರು ಮಾಡಿರುವುದರಿಂದ ಈ ಹಂತದಲ್ಲಿ ಶಿಸ್ತುಕ್ರಮ ಕೈಗೊಳ್ಳುವುದು ಸೂಕ್ತವಲ್ಲವೆಂದು ತಿಳಿಸಿ, ಪ್ರಕರಣವನ್ನು ಮುಕ್ತಾಯಗೊಳಿಸುವಂತೆ ಶಿಫಾರಸ್ಸು ಮಾಡಿರುತ್ತಾರೆ".

ಪ್ರಧಾನ ಮುಖ್ಯ ಅರಣ್ಯ ಸಂರಕ್ಷಣಾಧಿಕಾರಿ (ಅರಣ್ಯ ಪಡೆ ಮುಖ್ಯಸ್ಥರು) ಇವರ ಪ್ರಸ್ತಾವನೆಯನ್ನು ಪರಿಶೀಲಿಸಿ ಈ ಕೆಳಕಂಡಂತೆ ಆದೇಶಿಸಿದೆ.

ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಅಪಜೀ 79 ಎಫ್‌ಎಲ್‌ಎಲ್ 2014, ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 25-02-2019.

ಪ್ರಸ್ತಾವನೆಯಲ್ಲಿ, ವಿವರಿಸಿರುವ ಅಂಶಗಳ ಹಿನ್ನೆಲೆಯಲ್ಲಿ, ದಾವಣಗೆರೆ ಜಿಲ್ಲೆ, ಜಗಳೂರು ತಾಲ್ಲೂಕು, ಗುಹೇಶ್ವರ ಗುಡ್ಡ ರಾಜ್ಯ ಅರಣ್ಯದಲ್ಲಿ ಮೆ: ಎನ್.ಎಸ್.ಎಲ್. ರೆನ್ಯೂಬಲ್ ಪವರ್ ಪ್ರೈ.ಲಿ. (ಹಿಂದಿನ ಮೆ: Nuzi Veedu Seeds Ltd., Hyderabad) ಇವರು ಅನಧಿಕೃತವಾಗಿ ಹೆಚ್ಚುವರಿ ಅರಣ್ಯ ಪ್ರದೇಶವನ್ನು ಬಳಕೆ ಮಾಡಿಕೊಂಡಿರುವುದರ ವಿಷಯವಾಗಿ ಸಂಬಂಧಿಸಿದ ಅರಣ್ಯಾಧಿಕಾರಿಗಳ ವಿರುದ್ಧ ಉದ್ದೇಶಿಸಲಾಗಿದ್ದ ಶಿಸ್ತು ಕ್ರಮವನ್ನು ಕೈಬಿಟ್ಟು ಆದೇಶ ಹೊರಡಿಸಿದೆ.

PR-83

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆಜ್ಞಾನುಸಾರ ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ

**SC-50**

ಅರ್ಚನ ಎಂ. ಎಸ್

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ

ಅರಣ್ಯ, ಪರಿಸರ ಮತ್ತು ಜೀವಿಶಾಸ್ತ್ರ ಇಲಾಖೆ (ಅರಣ್ಯ-ಸಿ)

**aÁtÂa aÄvÄÜPÉUÁj PÉ , àaÁ®AiÄ**

«**PAIĀ** : PEĀŌI PĀ PEUJ PĀ ȲĪĀ±ĀCOPĪCĭ ĀĀqĪĀiĀ° Ē SĀ° EgĀĀ MAZĀ CĀPĀ ĀĀRĀ CĀPĪCĭ CĀPĀJ  
 °ĀUKE CĀPPĀ CĀĀiĀAvġĀ °ĀZĀiĀEĀB ĀĀRĀ CĀPĪCĭ CĀPĀJ °ĀUKE ĀĀRĀ CĀĀiĀAvġĀ °ĀZĪŪĒ  
 GEĀĀPI . ĀĀĀ PĀJ VĀ.

**NzŋÁVzf:**

- 1) CÇqĲÆZEĒf „ASİİ 1L 88 LJ |” 2018, ÇEÄPÄ 25.07.2018.
- 2) ÇEÄPÄ 17.01.2019gAzzĲ EħĲİÄ 359FÄ PĲL.J.r.©<sup>a</sup> ĲAQĲĲ „ĲĲİÄ EħĲĲĲ.
- 3) YĲĲ „ASİİ PĲPEYČC.<sup>a</sup> ĲĲ/PĲĲ.PĲ DqĲvĲ-1151(3)/15051/2018-19, ÇEÄPÄ 05.02.2019.

**¥ÁÛÉ:**

CEĀAPĀ 24.08.2006gĀZĀ ĒQĪZĀ PEĀOI PĀ PEUĀJ PĀ ƳĒĒĀCOPĪCĀ ĀĀQĪZĀĪĀ 275ĒĀ ĀĀQĪZĀ ĀĀĪĀĒ ĀĀUĀKEĀ ĀĀVĀO ZĀGĪĀQĀ PĪBĀJ UMĒĀB PĀZĒĒ ĀĒPĒĒĒM ĀĀĀR CĀPĀ ĀĀĀRĀ CĀPĪCĀ CĀPĀJ ZĒBĀĪĀ 2 ĀZĪUMĒĒB ĪFĀĀVZĒ  
CEĀAPĀ 26.12.2009gĀ DZĒĀ ĀSĪ 1L 286 JĪPĒĒ 2008gĀ ĒĒL.J.R.ĀĪĒĒ ĒĒKEĀ ĀĀVĀO PĪSĀGĪ PĪBĀJ UMĒĀB PĀZĒĒ ĀĒPĒĒM ĀĀĀR CĀPĀ ĀĀĀRĀ CĀPĪCĀ CĀPĀJ ZĒBĀĪĀ 2 ĀZĪUMĒĒB ĪFĀĀVZĒ



aAA-f NZA AZA PPA ASi (2)gA YMAE dAN DAIAAPbA, DzAAiA vj UE E-ASf SJAj Eaj CEAAPA : 13.02.2016  
 aAAv 10.03.2017gAZA f-ACPAj UKUE YMA SgZA DzAAiA vj UE E-ASAiA Pbj Pj tPAM aAdEgAZA d«AA=UE PAogkAZA  
 CEAZAEA YbAiA-AVZAV 2-00 Jbje d«AAFEAB DzAAiA vj UE E-ASAiA Pbj Pj tA aAAotPAM aAdEgA aAAQAaAvf  
 PEAj gAAvbf

F »EÉ<sup>-</sup>ÁiÄ°è f<sup>-</sup>ÄcPÁj UÄÄ, S¼Äj f<sup>-</sup>É E<sup>a</sup>ÄÄYÉÄPÉÄiÄEÄB PKÉ®APLÄP ÄV Yj 2Ä°<sup>1</sup>, F P¼PÄqÄVÉ DzÄ<sup>21</sup>ZÉ

**ᐃᐱᑦ ᐅᑭᓯ 29 ᐆᓴᓴ 2017, ᐃᐱᑦ ᐅᑭᓯ 25-01-2019.**

[illegible]

μgN/Å<sup>2</sup>Å<sub>4</sub>Å:

1. <sup>a</sup>Āad/Egāw Dzā±PĒ ē ƳĕĀ ūā ʾĪĒ «ĀĀiĀ ƳĒP ūā ʾĀĀġPĥnō zġĥʾĀĀUD, Ēēā zġP ĒĀB PġĀĀiĀʾĀV ĒPĀĒC, ĀPġĀV
2. GzĪʾvā d«ĀĀĒĒĀB ĀiĀʾā Ā GzĪ±PĀV <sup>a</sup>Āad/Egā <sup>a</sup>ĀġĀ ĀVzĀĒĒĀ CzĀ GzĪ±PĀV GƳĀĒĒĒV, ĀPġĀV
3. ƳĕĀ ūā d«ĀĒĒĀ ʾĀ, ūĒ CʾĒĒ«®CzP ē PĀZĀĀiĀ ĒʾĀSŪĒ »AwġĀV, ĀPġĀV
4. <sup>a</sup>Āad/EgāZā ʾĪĒ «ĀĀiĒĒĀB «ĒĀ±PĀġ ĀiĀZā CxP Ā SĀĀiĀ DV °Ā±PĀġPĀŪĀʾĀġ ĀwĀiĀ° ē SʾĀ, ĀPġĀ®ē
5. <sup>a</sup>Āad/EgāZā d«ĀĀ±ĒP ē ĀiĀʾā ĒZĀ ġ ĀwĀiĀ CwPĒĀtʾĀŪĒĀVĒ ĒĒĒPĒĒV, ĀPġĀV
6. <sup>a</sup>Āad/EgāZā d«ĀĀ±ĒĀ <sup>a</sup>ĀĀʾĒ ĀiĀʾā ĒZĀ ĒĀĀiĀ®ĀiĀZā ZĀʾŪĀ ZĀRʾĀVzP ē F <sup>a</sup>Āad/EgāwĀiĀ ĒĀĀiĀ®ĀiĀZā CwĀʾĀ DzĀ±PĒ MʾĀĪġĀVĒē
7. ʾġġ d«ĀĀ±ĒP ē C®PĒĒĒ PĀĀiġŪĒĒĒB ƳĀġĀŪĀʾĀ ƳĒĒʾDzP ē ±Ā, ĒSʾPĀV ƳġĀiĀʾĀPĀZā ƳġPĀĒVŪĒĒB, ĀSĀCĒĀ ƳĀC®PĀġŪĒZā PġĀĀiĀʾĀV ƳġĀiĀVġĀV
8. <sup>a</sup>Āad/Egā <sup>a</sup>ĀġĀ ĀZā d«ĀĒĒĒĀB PĀZĀĀiĀ ĒʾĀSĀiĀ CĒĀʾĀw Ē®ē ŪĀŪĒ GƳŪĀŪĒĒ ±ġĀʾĒĀŪPĀ, CġPĀĒĒĒ ĒġĀʾĒĀŪPĀ, ʾŪĀŌʾĒĒ CxP Ā ĒvġĒ ĀiĀʾā ĒZĀ ġ ĀwĀiĀ ƳġĀʾĀġ <sup>a</sup>ĀġPġĀV®ē
9. ʾġġ d«ĀĒĒĒ PĒĀŌi PĀ ʾĪĒ <sup>a</sup>Āad/Egāw ±ĀiĀʾŪĀ 1969ġĀ ±ĀiĀʾŪĀŪĒ SʾPĀVzĀV, ʾġġ ±ĀiĀʾŪĀ G®ĀWĒĀiĀZP ē F <sup>a</sup>Āad/Egāw Dzā±PĒĒB ġĒĀƳĀʾ, <sup>a</sup>Āad/EgāZā d«ĀĒĒĒĀB ĀiĀʾā ĒZĀ Ƴġ°ĀġĀ ĀġĒē, PĀŌġĒĀ ĒĒPē ƳġPĀiĀʾĀŪʾĒĀ.
10. fʾĀC®PĀġ ŪĀ <sup>a</sup>Āad/Egā <sup>a</sup>ĀġĀ ĀZā d«ĀĒĒĒĀB ʾĀ, ūĒ °ĀĀĀVġ, ʾĀʾŪĀ <sup>a</sup>Āad/EgāZā ƳĒZĀ±ZĀ ʾĀ, PĀ Ƴġ ŪŪĀĒĒB ŪPĒĒPĀ ĀPĒĒĒĒ ƳĒĒPĒĒZā μġĀŪĀĒĒB «CŪĒ°ĀZĀVzē

PŁĄC I PŁAĆ AŻ DO DZIEŃ, AŻ DO CIERPIEŃ

JA.E.ZEIS P. 14 Ad

PAÖgZÀ CÇÄÈ PÄAiÄÖZPÖ,

PAZÁAiÄ E-ÁSE (··EªÄAdÆgÁw-3)

PR-85

SC-25

**PÀZÁAiÄ , à a Á®AiÄ**

[illegible]

**Nzā Avzē:** 1. ƳÁZĀ<sup>2</sup>PA DAIĀPĀĠĀ, ƳĀJĀ « ƳĀJĀ ƳĀJĀ E<sup>a</sup>ĠĀ ƳĀĤĀ ĀSĭ :  
ƳĀD ƳĀĤĀ «Ā-4:J ƳĀJĀ ƳĀJĀ: «<sup>a</sup>Ġ79:2017-18, ĊĒĀPA 27-03-2018.  
2. ƳĀĠĠĀ ĀVĀĤĀ ĀSĭ : Dġĭr 78 J ƳĀJĀ 2009, ĊĒĀPA: 04-01-2011.

**¥ÀÁÛÈÉ:**

[illegible][illegible]



**PÀZÁAiÄ , à a Á® AiÄ**

«**ḥāiā** : PṢāḡM f-ē avāḡEgā vāḡEPā, aḡāqS/EA UāḡāZā , ḡEA.48 ḡP ē 42-38 JPḡē , PāḠJ  
Uāāiḡāt d<sup>h</sup>āāEāB aḡPvā GzāEP Eā aḡvNū Ogā aḡEUA<sup>h</sup>Aiā<sup>h</sup>EāB , AU<sup>h</sup> , ḡāā , Pā<sup>h</sup>āV Cḡtā  
E<sup>-</sup>ASUē aḡAdEgā aḡāqā<sup>h</sup>aḡPj vā.

**NzálÁVzÉ:** f<sup>-</sup>ÁcPáj, P<sup>o</sup>SägV f<sup>-</sup>é P<sup>o</sup>SägV E<sup>a</sup>Áj ¥Ák ÁSÍ : PÁ/ÁE «Á/312/2017-18, ÇEAAPÁ: 14-08-2018 <sup>a</sup>ÁVÁU ÇEAAPÁ: 02-11-2018.

¥ÀÁÛÈÉ:

[illegible]

“AAZaA bZa, f-ACPaj, PPSAgV EabA vPaa CEAPa 02-11-2018ga YAbZP e aAqS/EaA UAaAZP e MI AO 1022 eAEaAgAUkZIV, aAqS/EaA UAaAZa CPl YPp UAaAUMPe YaAaAaAaAV, PAdj/UAaAAGat d«AAEa EgaAaC@PZa w½,AvAU YAbAU va aAqS/EaA UAaAZa .AEa.48gP e 42-38 JPhE d«AAEEaB aAPMa GZaEP Ea aAvAU OgA aAEUA@aAaEaB ,AU,Pa .PEP AVgaVbE JAS C@YAAaAZEaCUE aAbCAaEaB .P a gAvAbE

„PÄöglä ¥ZÄÄ PÄÄiÄÖZPÖ PÄZÄÄiÄ E-ÄSÉ EäJ UE C¥gÄ ¥ZÄÄ aÄÄRä CgItä „AgPLÜCPAJ °AUKE „ZÄÄ PÄÄiÄÖZPÖ, PEÄÖI PA aÄUÄ®ÄiÄ ¥ÄCPÄgÄ EäJgÄ CÉÄAPÄ 31-08-2018gÄ ¥MzPé PPSÄgMAiÄ° gÄaÄ aÄPMÄ GZÄÄPÄ EÄ aÄVÄU QgÄ aÄUÄ®ÄiÄaÄ PPSÄgM aÄ°ÄEUJgÄ ¥Ä°PE GZÄÄPÄ EÄ „MzPé ZÄV, „ZJ QgÄ aÄUÄ®ÄiÄZÄ «ÄtÄ°ÄÄ 6-33 J/UAÄMÉ EgÄVÄZÉ „ZJ aÄUÄ®ÄiÄ „MÄPÄ PÄÄÄ EgÄaÄZJ AZÄ ÄÄgÉ PqÉ „MÄÄVJ „PÄ 50-00 JPhÉ d«ÄÄ°EÄ CÄÄPMÉ EgÄVÄZÉ DZJ AZÄ aÄUÄ®ÄiÄaÄEÄB «Ä°Ä», „PÄ PÄACÄiÄ aÄUÄ®ÄiÄ ¥ÄCPÄgÄZÄ aÄÄUÖ „KEAUMÄÄB CÄÄJ „PÄ PÄPÄÄUÄVÄZÉ °ÄUÄV PPSÄgM aÄUÄ®ÄiÄZÄ ¥PÄPÄ°UAÄiÄEÄB gZÄUKE½ „PÄ „ÄÄPÄkgÄVÄZÉ DZJ AZÄ „ZJ GZÄÄPÉ avÄMÄgÄ VÄ°ÄEOÄÄ aÄÄQsÄEÄÄ UÄÄÄZÄ „ÄÄÄ.48 grÉ 50-00 JPhÉ „PÄÖJ d«ÄÄEÄB aÄPMÄ GZÄÄPÄ EÄ aÄVÄU QgÄ aÄUÄ®ÄiÄPÉ aÄUÄÖ-Ä „PÄ PREJ gÄVÄHÉ

[illegible]

F »E6"ÁiA"è ¥kÁPÁEUE ,aA ,A¥AI ZA CEÁ"KEAZEAIÁEAB nj ÁQ@, dgMEgÁV DZÁ+Á °Egr ,Áa kÁ C aA PÁZÁ ,PÁöGPÁ ¥I UAtA ZÉ

f-ACPAj, PPSAgM f-ē PPSAgM E a b a Yē A P E A I A E A P M E A P I A P A V Y I 2 A ° 1, F P I A P A Q A V E D Z A 2 1 Z E

**PÁÖgZÄDzĚ±À ĀSĬ Dqir 29 J-īff 2018, "ÅUŨEğā, ÇEÁPÀ 14-12-2018**

[illegible]

μᾶλλον ἂν ὠκείᾳ:

1.  $\text{a}^{\circ}\text{AAdeGázà d}\ll\text{AAEEAB AiiA}^{\circ}\text{A Gz}\overline{\text{A}}\text{+P}\overline{\text{E}}^{\circ}\text{a}^{\circ}\text{AAdeGá}^{\circ}\text{a}^{\circ}\text{AAqA}^{\circ}\text{AVZÁIÉA}^{\circ}\text{Cz}\overline{\text{A}}^{\circ}\text{Gz}\overline{\text{A}}\text{+P}\overline{\text{E}}^{\circ}\text{Jgbq}^{\circ}\text{a}^{\circ}\text{A}^{\circ}\text{DUMA}^{\circ}\text{C}^{\circ}\text{A}^{\circ}\text{A}^{\circ}\text{IÉA}^{\circ}\text{UÉ}^{\circ}\text{G}^{\circ}\text{YAIÉAV}^{\circ}\text{MPIZÁY}$
2.  $\text{a}^{\circ}\text{AAdeGázà}^{\circ}\text{E}\ll\text{AAIÉAB}^{\circ}\ll\text{EÁ+PAj AiiÁZà}^{\circ}\text{CxPÁ}^{\circ}\text{SÁAiiA}^{\circ}\text{DV}^{\circ}\text{O}^{\circ}\text{A}^{\circ}\text{PÁgPP}^{\circ}\text{ÁU}^{\circ}\text{A}^{\circ}\text{A}^{\circ}\text{j}^{\circ}\text{ÁwAiA}^{\circ}\text{O}^{\circ}\text{E}^{\circ}\text{S}\frac{1}{4}\text{A}^{\circ}\text{MPIZÁY}^{\circ}\text{O}^{\circ}\text{ÁUKE}^{\circ}\text{AiiA}^{\circ}\text{A}^{\circ}\text{Zà}^{\circ}\text{j}^{\circ}\text{ÁwAiA}^{\circ}\text{CwPÉ}^{\circ}\text{A}^{\circ}\text{t}^{\circ}\text{A}^{\circ}\text{AUZÁVÉ}^{\circ}\text{PÉ}^{\circ}\text{A}^{\circ}\text{A}^{\circ}\text{MPIZÁY}$
3.  $\text{a}^{\circ}\text{AAdeGázà d}\ll\text{AAEEAB}^{\circ}\text{PAZÁAiiA}^{\circ}\text{E}^{\circ}\text{ÁSAiiA}^{\circ}\text{CEA}^{\circ}\text{A}^{\circ}\text{Aw}^{\circ}\text{E}^{\circ}\text{O}^{\circ}\text{ZÉ}^{\circ}\text{a}^{\circ}\text{AAgÁI}^{\circ}\text{a}^{\circ}\text{AAqA}^{\circ}\text{A}^{\circ}\text{AZÁUR}^{\circ}\text{Á}^{\circ}\text{UÁWUJ}^{\circ}\text{G}^{\circ}\text{YUÁWUJÉ}^{\circ}\text{A}^{\circ}\text{AqA}^{\circ}\text{A}^{\circ}\text{AZÁUR}^{\circ}\text{Á}^{\circ}\text{CqP}^{\circ}\text{AAEÁ}^{\circ}\text{a}^{\circ}\text{UÁO}^{\circ}\text{A}^{\circ}\text{UÉ}^{\circ}\text{ZÁEÁ}^{\circ}\text{Evbj}^{\circ}\text{AiiA}^{\circ}\text{A}^{\circ}\text{Zà}^{\circ}\text{j}^{\circ}\text{ÁwAiA}^{\circ}\text{Y}^{\circ}\text{bj}^{\circ}\text{A}^{\circ}\text{gAiiÉAB}^{\circ}\text{a}^{\circ}\text{AAqA}^{\circ}\text{ÁgZà}^{\circ}\text{O}^{\circ}\text{ÁUKE}^{\circ}\text{F}^{\circ}\text{d}\ll\text{AAEEAB}^{\circ}\text{Á}^{\circ}\text{t}^{\circ}\text{dà}^{\circ}\text{Zi}^{\circ}\text{A}^{\circ}\text{A}^{\circ}\text{hPUMZUÉ}^{\circ}\text{S}\frac{1}{4}\text{A}^{\circ}\text{PÁ}^{\circ}\text{C}^{\circ}\text{A}^{\circ}\text{PÁ}^{\circ}\text{A}^{\circ}\text{K}^{\circ}\text{O}^{\circ}\text{E}$
4.  $\text{a}^{\circ}\text{AAdeGázà d}\ll\text{AA}^{\circ}\text{E}^{\circ}\text{PÉ}^{\circ}\text{C}^{\circ}\text{O}^{\circ}\text{P}^{\circ}\text{IC}^{\circ}\text{P}^{\circ}\text{AÁAiiOUMÉAB}^{\circ}\text{Y}^{\circ}\text{AgA}^{\circ}\text{O}^{\circ}\text{U}^{\circ}\text{A}^{\circ}\text{A}^{\circ}\text{Y}^{\circ}\text{E}^{\circ}\text{A}^{\circ}\text{DZPÉ}^{\circ}\text{A}^{\circ}\text{A}^{\circ}\text{E}^{\circ}\text{S}^{\circ}\text{ZPÁV}^{\circ}\text{Y}^{\circ}\text{qAii}^{\circ}\text{Á}^{\circ}\text{PÁZÁ}^{\circ}\text{Y}^{\circ}\text{bj}^{\circ}\text{P}^{\circ}\text{ÁENUMÉAB}^{\circ}\text{A}^{\circ}\text{SACwA}^{\circ}\text{Y}^{\circ}\text{A}^{\circ}\text{CPÁgUMZAZà}^{\circ}\text{Y}^{\circ}\text{qAii}^{\circ}\text{AVPIZÁY}^{\circ}\text{O}^{\circ}\text{ÁUKE}^{\circ}\text{A}^{\circ}\text{Aii}^{\circ}\text{A}^{\circ}\text{A}^{\circ}\text{EÁ}^{\circ}\text{A}^{\circ}\text{gA}^{\circ}\text{Y}^{\circ}\text{A}^{\circ}\text{A}^{\circ}\text{W}^{\circ}\text{A}^{\circ}\text{Á}^{\circ}\text{PÁZÁ}^{\circ}\text{J}^{\circ}\text{Á}^{\circ}\text{E}^{\circ}\text{j}^{\circ}\text{ÁwAiA}^{\circ}\text{A}^{\circ}\text{A}^{\circ}\text{O}^{\circ}\text{UMÉAB}^{\circ}\text{PbÁAii}^{\circ}\text{A}^{\circ}\text{ÁV}^{\circ}\text{Y}^{\circ}\text{A}^{\circ}\text{A}^{\circ}\text{W}^{\circ}\text{MPIZÁY}$









**ANIMAL HUSBANDRY AND FISHERIES SECRETARIAT**

**Subject:** Revision of UGC/ICAR pay scales of Teachers, Librarians & Equivalent Cadres working in Karnataka Veterinary, Animal and Fisheries Sciences University, Bidar – reg.

- Read :**
- (1) Govt. Order No.AHF 106 VET 2009, dated 24-05-2010.
  - (2) Letter No. 1-7/2015-U.II (1) dated 02-11-2017 of the Ministry of Human Resource Development, Department of Higher Education, Govt. of India.
  - (3) Letter F.No. 23-4/2017(PS) dated 31-01-2018 of the Secretary, UGC, Ministry of Human Resource Development, Govt. of India.
  - (4) Letter F.No. Agril.Edn.17(8)/2018-A&P Dated: 30-05-2018 of the Deputy Director General (Agril. Edn.), Indian Council of Agril. Research (ICAR), New Delhi.
  - (5) UGC Notification No.F.1-2/2017(EC/PS) dated: 18-07-2018.
  - (6) ICAR letter No.D.O.No.PS/DDG(Edn.)/SAU/2019 dated:09-01-2019.
  - (7) G.O. No: FD 26 SRP 2018 dated: 30.10.2018.

**Preamble:**

In Government Order dated:24-05-2010 read at (1) above orders were issued extending the 2006 Revised UGC/ICAR Pay scales benefits to the faculties in Karnataka Veterinary, Animal and Fisheries Sciences University, Bidar with effect from 01-01-2006.

The UGC in its communication dated: 31.01.2018 read at (3) above had informed the State Government to adopt the Central Government pay scheme contained in GOI, MHRD letter dated: 02.11.2017 referred at (2) above as recommended by the 7<sup>th</sup> Central Pay Commission to Universities and colleges in the state. Further, the ICAR in its letter dated: 09.01.2019 read at (6) above has informed the State Government that ICAR would reimburse 50% of its share of the total financial implication on account of Pay Revision for the period 01.01.2016 to 31.03.2019 provided the state Government should implement the revised UGC/ICAR pay scale w.e.f. 01.01.2016 as per MHRD notification dated:02.11.2017.

The revised Central Government Pay Scales have been structured by merging the Dearness allowance of 125% sanctioned from 01.01.2016 in the pre-revised pay scale.Subsequent to the revision of central government pay scales w.e.f.01.01.2016, the state Government, in G.O. dated: 30.10.2018 read at (7) above have sanctioned 148% of Dearness Allowance subsequent to 01.07.2016 till 01.07.2018 to the faculties in the Karnataka Veterinary, Animal and Fisheries Sciences University, Bidar who were drawing pay in 2006 Revised UGC/ICAR Pay Scales. Resultantly, the State Government have sanctioned 23% of Dearness Allowance in the pre-revised pay scales to these category of employees as against 09% of D.A. sanctioned by the GOI in the 2016 Revised Pay Scale. Further, these employees are paid HRA at the rate of 30%, 20% and 10% of Basic pay till date as against 24%, 16% and 8% of HRA rates applicable to the Central Government employees w.e.f. 01.01.2016.Accordingly, while implementing the Revised Pay Scheme to the faculties of Karnataka Veterinary, Animal and Fisheries Sciences University, the Government have kept these aspects in mind.

Accordingly, as a matter of precedent and in the light of the instructions from GOI to revise the Pay Scales of Teachers, Librarians and equivalent cadres working in Karnataka Veterinary, Animal and Fisheries Sciences University, following orders are issued.

**GOVERNMENT ORDER NO: AHF 113 VET 2018, BENGALURU, DATED: 16.03.2019.**

In view of the facts and circumstances narrated in the preamble, the Government is pleased to issue the following orders: -

1. (A) The existing pay scales of the Teachers, Librarians and equivalent cadres in the Karnataka Veterinary, Animal and Fisheries Sciences University, Bidar are revised as specified below:

**(i) Revised pay for teachers in University and colleges**

Sl No	Designation	Existing Pay (Rs.)		Revised Pay (Rs.)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	Assistant Professor	15,600-39,100	6,000	10	57,700	1,82,400
2.	Assistant Professor (Senior scale)	15,600-39,100	7,000	11	68,900	2,05,500
3.	Assistant Professor (Selection grade)	15,600-39,100	8,000	12	79,800	2,11,500
4.	Associate Professor	37,400-67,000	9,000	13A	1,31,400	2,17,100
5.	Professor	37,400-67,000	10,000	14	1,44,200	2,18,200
6.	Professor (HAG) / Senior Professor	67,000-79,000	-	15	1,82,200	2,24,100

**(ii) Revised Pay for Librarians in University and colleges**

SI No	Designation	Existing Pay (Rs.)		Revised Pay (Rs.)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	University Assistant Librarian/ College Librarian	15,600-39,100	6,000	<b>10</b>	57,700	1,82,400
2.	University Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)	15,600-39,100	7,000	<b>11</b>	68,900	2,05,500
3.	Deputy Librarian/ University Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade)	15,600-39,100	8,000	<b>12</b>	79,800	2,11,500
4.	University Deputy Librarian/University Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade)	37,400-67,000	9,000	<b>13A</b>	1,31,400	2,17,100
5.	University Librarian	37,400-67,000	10,000	<b>14</b>	1,44,200	2,18,200

- The first academic level (corresponding to AGP of Rs. 6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- Each cell in an academic level is at 3% higher than the previous cell in that level.
- The index of Rationalisation (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.

**(B) Revised pay of Pro-Vice Chancellor and Vice Chancellor of Universities**

- Pro-Vice Chancellor: The pay of the Pro Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/- HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.4000/- per month.
- Vice Chancellor: The pay of the Vice Chancellor shall be fixed at Rs.2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs.5000/- per month.

**2. Coverage:**

- The above scheme of pay revision shall apply to Teachers, Librarians and Equivalent cadres coming under the purview of the Karnataka Veterinary, Animal and Fisheries Sciences University, Bidar.
- Provided the above pay revision in respect of Tenure posts/Deputation posts in the University shall be applicable subject to the fulfillment of the terms and conditions of posting if any issued in accordance with the provisions of UGC Regulations read with the provisions of KCSRs.
- The above scheme of pay revision shall not be extended to persons who do not fulfill the criteria stipulated in "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" and amendments if any issued from time to time.
- Except the issues related to conditions of recruitment and qualifications, fixation of pay, grant of CAS benefits and adherence to the prescribed standards as stipulated under UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" the regulation of service conditions of teachers and equivalent academic staff shall strictly be in accordance with the provisions of the rules framed by the State.
- The above scheme of revision shall not be applicable to the cadres of Registrars, Finance Officers (Comptroller) and Controller of Examinations who are on State pay scales and whose terms of appointment and recruitment are not in accordance with the UGC Regulations.

**3. Designation**

There shall be no change in the present designation of teachers and equivalent cadres. Accordingly, there are only three designations in respect of teachers in university viz; Assistant Professors, Associate Professors and Professors and there is no change in the present designation in respect of Librarians at various levels.

**4. Fixation of Pay in the Revised Pay Scale:**

- The initial pay of the incumbent faculty member holding a permanent post in the cadre of Teacher, Librarian and equivalent posts shall be fixed in the Revised Pay Matrix as specified in **Annexure-I** appended to this order in the following manner:

- a) The entry pay for each level of Pay Band and Academic Grade Pay in the corresponding academic level and Cells are as specified below:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	-	67,000

- b) The pay of incumbent employee shall be fixed at the corresponding appropriate level in the Pay Matrix by multiplying the existing basic pay as on 01-01-2016 by a multiplication factor of 2.57, the figure so arrived at shall be rounded off to the nearest rupee and will be located in the applicable level in the Pay Matrix. If the figure so arrived at corresponds to any identical pay in the applicable level of Pay Matrix, the same shall be the revised pay. If no such Cell is available in the applicable level the pay shall be fixed at the immediate next higher Cell in that applicable level of the Pay Matrix.
- c) In fixation of pay whenever a situation arises that more than two stages are bunched together one additional increment equal to 3% may be given for every two stages bunched and pay fixed in the subsequent Cell in the Pay Matrix.
- d) If the minimum pay or the first Cell in the applicable level is more than the amount arrived as per (b) above the pay shall be fixed at the minimum pay or the first Cell of that applicable level.
- e) The pay of employees appointed by direct recruitment on or after 1<sup>st</sup> day of January 2016 shall be fixed at the minimum pay or the first Cell in the level applicable to the post to which such employees are appointed.
- f) Fixation of pay by using the above multiplication factor 2.57 is not applicable to employees promoted after 01-01-2016. However, their pay is regulated in accordance with the provisions of this G.O. and the Rules governing service conditions as the case may be.
- g) After fixation of pay grant of increment shall be regulated in accordance with the provisions of KCSRs existing on the date of fixation of pay.
- h) The fixation of pay in the Revised Pay Matrix should be done in the form given in **Annexure-II** to this order. One copy of this form should be pasted in the Service Register and one copy should be sent to the concerned Head of the Department.
- ii) For the purpose of this order:
- "Pay Matrix" means, Matrix specified in *Annexure-I* appended to this order with levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay or Scale;
  - "Level" in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay or scale specified in *Annexure-I*.
  - "Pay in the Level" means pay drawn in the appropriate Cell of the Level as specified in *Annexure-I*.
  - "Basic Pay" in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix.

#### 5. Date of Effect:

The Revised UGC/ICAR Pay Scales shall be effective from 01-01-2016. However, all other allowances/benefits like DA, HRA & CCA, CAS benefits on account of fixation of pay in the Revised Pay Matrix shall be payable prospectively from the date of issue of this order. But the employees are entitled to the benefit of Revised Basic Pay only w.e.f.01.01.2016.

#### 6. Allowances:

##### a) Dearness Allowance:

The dearness allowance in the revised pay scale w.e.f. 01-01-2016 and grant of DA subsequently shall be regulated as specified below. However, the monetary benefit on account of regulation of DA is prospective as indicated in para (5) above.

01-01-2016 - nil

01-07-2016 - 2% of basic pay

01-01-2017 - 4% of basic pay

01-07-2017 - 5% of basic pay

01-01-2018 - 7% of basic pay

01-07-2018 - 9% of basic pay

Future grant of Dearness Allowance payable to employees shall be regulated in accordance with the orders issued by the State Government with reference to the orders of GOI.

**(b) Other Allowances:**

The rate of HRA shall be as notified by the State Government and shall be applicable at rates of 24%, 16% and 8% of the basic pay in the Revised Pay Scale and shall be admissible prospectively. All other benefits/incentives such as leave/study leave, LTC, Medical Reimbursement and pensionary benefits etc. shall be regulated in accordance with the Rules/orders of the State Government.

**7. Increment:**

- a) The rate of annual increment in the Pay Matrix is 3% with each cell being higher by 3% over the previous cell. Accordingly, the annual increment shall be as specified in the vertical cells of the applicable level in the Pay Matrix.
- b) The grant of annual increment to employees shall be regulated in accordance with the applicable Service Rules and standing orders issued in this regard from time to time by the State Government.

**8. Promotion:**

Subject to the fulfillment of conditions stipulated above and after fixation of pay in the Pay Matrix when an individual gets a promotion his pay in the Pay Matrix shall be fixed as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level; otherwise the next higher cell in that level shall be the new pay of the employee.

**9. Superannuation and re-employment**

The age of superannuation of teachers and other equivalent cadres in the Karnataka Veterinary, Animal and Fisheries Sciences University, Bidar shall be as notified by the State Government from time to time. Further, if the situation warrants necessary steps may be taken to re-employ the academic staff with prior approval of the State and shall be in accordance with the conditions stipulated by UGC/ICAR from time to time.

**10. Consultancy assignments**

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the UGC/ICAR Consultancy Rules to be provided separately.

**11. Anomalies of Last Pay Revision Committee**

Separate orders will be issued by the State Government after examining the feasibility of implementing recommendations of the UGC on rectifying anomaly in pay due to implementation of recommendations of the last Pay Review Committee.

**12. Payment of arrears of pay revision**

The arrears of pay revision shall be paid to the beneficiaries after receiving the Central Government share (ICAR) of 50% of the additional expenditure and after deducting admissible Income Tax.

As specified above an employee is entitled to get the difference of basic pay only on account of Pay Revision till the date of issue of this order.

**13. Undertaking**

An undertaking from every employee who is a beneficiary under this Scheme shall be taken in the form given in **Annexure-III** to this order. Therefore, any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be recovered or adjusted against the future payments due or otherwise to the beneficiary as the case may be.

**14. Incentives for Ph.D./M.Phil. and other Higher Qualification**

The grant of incentives for acquiring higher qualifications like Ph.D./M.Phil. and other higher qualifications at the entry level on or after 01-01-2016 i.e. after implementation of revised pay scales shall be as specified below. However, the monetary benefit shall be admissible prospectively as specified in para (5) above.

- i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor (Academic Level 10) to persons possessing the degrees of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
- ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor (Academic Level 10) shall be entitled to two non-compounded advance increments.

- iii) Two non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor (Academic Level 10) to persons possessing Post-graduate degree in the professional courses such as M.Sc. (Agri.)/ LL.M./ M.Tech/ M.Arch./ M.E./ **M.V.Sc.**/ M.D., etc. recognized by the relevant statutory body/ council.
- iv) (a) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments fixed at increment applicable at entry level only if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.  
(b) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only, even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- v) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- vi) Teachers in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process including that of enrolment as prescribed by the UGC.
- vii) Teachers who acquire M.Phil. Degree or a post-graduate degree in a professional course recognized by the relevant Statutory Body/ Council, while in service, shall be entitled to one advance increment fixed at increment applicable at entry level only.
- viii) Five non-compounded advance increments shall be admissible to Assistant Librarian / College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.
- ix) (a) Assistant Librarian/College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments fixed at increment applicable at entry level only.  
(b) However, persons in posts of Assistant Librarian/College Librarian on higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulations or having already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only.
- x) In respect of every other case of persons in the post of Assistant Librarian/College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both as the case may be.
- xi) Assistant Librarian/College librarian and others in higher library positions in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- xii) Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil. degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M. Phil degree in library science at any time during the course of their service shall be entitled to one advance increment fixed at increment applicable at entry level only.
- xiii) Notwithstanding anything contained in the forgoing clauses, those who have already availed the benefit of advance increments for possessing Ph.D./M.Phil at the entry level or in service on or before 31-12-2015 under the earlier schemes/regulations shall not be entitled to the benefit of advance increments under this scheme.
- xiv) However, para 14 above will be given to effect after obtaining necessary clarification from UGC/ICAR on para (8) of GOI letter no:1-7/2015-U. II (1) dated: 2.11.2017 and regulation 19.1 in "UGC regulation on minimum qualification for appointment of teachers and other academic staff and measures for maintainance of standard in higher education 2018" applicable after issue of this GO.





- ii. A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor and /or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate/Master degree candidate, out of which two years of service/experience in the cadre of Associate Professor shall be mandatory.

#### IV. Senior Professor

Up to 10 per cent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment, with following eligibility.

- i. An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC listed journals, significant research contribution to the discipline, and engaged in research supervision.
- ii. A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- iii. The selection shall be based on academic achievements, favorable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor with at least ten years experience.
- iv. The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D. degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

#### B. Qualifications and eligibility for direct recruitment of Library staff in the Universities

##### I. University Assistant Librarian/ College Librarian

A Master's degree in Library Science, Information Science or Documentation Science or an equivalent professional degree from an Indian University, or an equivalent degree from an accredited foreign university, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and A consistently good academic record, with knowledge of computerization of a library. Besides fulfilling the above mentioned qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/ ICAR/ CSIR, or a similar test accredited by the UGC, like SLET/ SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./ Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET.

*Provided*, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SLET/ SET for recruitment and appointment of University Assistant Librarian/ College Librarian positions in Universities/ Colleges/ Institutions subject to the fulfillment of the following conditions: -

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) The Ph.D. viva voce of the candidate has been conducted;
- d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/ seminars sponsored/ funded/ supported by the UGC/ ICAR/ ICSSR/ CSIR or any similar agency.

**Note:** *The fulfillment of these conditions is to be certified by the Registrar or the Dean of the University concerned.*

**Note:** NET shall not be required for such Masters Programmes in disciplines for which NET is not conducted by the UGC, ICAR, CSIR or similar test accredited by the UGC, like SLET/ SET.

##### II. University Deputy Librarian

- i. A Master's Degree in library science/information science/documentation science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed.
- ii. Eight years experience as an Assistant University Librarian/College Librarian.
- iii. Evidence of innovative library services including integration of ICT in library.
- iv. A Ph.D. Degree in library science/ Information science / Documentation Science/ Archives and manuscript keeping/ computerization of library.

##### III. University Librarian

- i. A Master's Degree in library science/information science/documentation science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed.

- ii. At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years experience as a College Librarian, out of which two years of service/experience in the cadre of Deputy Librarian shall be mandatory.
- iii. Evidence of innovative library services including integration of ICT in library.
- iv. A Ph.D. Degree in library science/Information science/Documentation Science/ Archives and manuscript keeping/computerization of library.

#### 16. Career Advancement Scheme for teachers, librarians and equivalent cadres in the University

The Career Advancement Scheme as notified by the UGC [read at (7) above] shall be implemented in the University from the date of this notification. The upward movement and promotions from one level to another for all posts shall be subject to their satisfying all other conditions as laid down by ICAR/UGC from time to time. The details of eligibility conditions for such promotions are as under.

#### A. Career Advancement Scheme (CAS) for University teachers

##### I. CAS Promotion from Assistant Professor (Academic Level 10) to Assistant Professor (Academic Level 11).

- (a) An Assistant Professor (Academic Level 10/AGP-Rs.6000) who has completed four years of service with a Ph.D. degree, or five years of service with a M.Phil./ PG degree in professional courses, such as LLM, M. Tech, **M.V.Sc** and M.D., or six years of service in case of those without a Ph.D./M.Phil./PG degree in a professional course and satisfies the following conditions.
  - i. Attended one orientation course of 21 days duration on teaching methodology during the assessment period;
  - ii. Any one of the following: Completed Refresher/Research Methodology course/ workshop/ syllabus up-gradation workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least five days duration, or taken one MOOCs course (with e-certification), or development of e-contents in four-quadrants/ MOOCs course during the assessment period; and
  - iii. Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.
- (b) A teacher shall be promoted, if he/she gets a "Satisfactory" or "Good" grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period, as the case may be; and the promotion is recommended by the Screening-cum-Evaluation Committee.

##### II. CAS Promotion from Assistant Professor (Academic Level 11) to Assistant Professor (Academic Level 12)

- (a) An Assistant Professor (Academic Level 11), possessing Ph.D. degree in the relevant/ allied subject, who has completed five years of service as Assistant Professor (Academic Level 11/ AGP-Rs.7000) and satisfies the following conditions.
  - i. Has done any two of the following in the last five years: Completed a course/ programme from amongst the categories of Refresher courses/ Research methodology course/ workshops/ syllabus up-gradation workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least ten days duration (or completed two courses of at least five days duration in lieu of one ten days programme), or completed one MOOCs course in the relevant subject (with e-certification), or contribution towards the development of e-contents in four-quadrants/ contribution towards the development of 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the assessment period; and
  - ii. Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.
- (b) A teacher shall be promoted, if he/she gets a "Satisfactory" or "Good" grade in the annual performance assessment reports of at least four of the last five years of the assessment period; and the promotion is recommended by the Screening-cum-Evaluation Committee.

##### III. CAS Promotion from Assistant Professor (Academic Level 12) to Associate Professor (Academic Level 13A)

- (a) An Assistant Professor (Academic Level 12), possessing Ph.D. degree in the relevant/ allied subject, who has completed three years of service as Assistant Professor (Academic Level 12/ AGP-Rs.8000) and satisfies the following conditions.
  - i. Has done any one of the following in the last three years of Academic Level-12: Completed one course/ programme from amongst the categories of Refresher courses/ Research methodology course/ workshops/ syllabus up-gradation workshop/ Teaching-Learning-Evaluation/ Technology Programme/

Faculty Development Programmes of atleast ten days duration (or completed two courses of atleast five days duration in lieu of one ten days programme), or completed one MOOCs course in the relevant subject (with e-certification), or contribution towards the development of e-contents in four-quadrants/ contribution towards the development of atleast 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the assessment period;

- ii. Published a minimum of seven research publications in the peer-reviewed journals or UGC-listed journals of which three research papers should have been published during the assessment period;and
  - iii. Evidence of having guided atleast one Ph.D. candidate/Master degree candidate.
- (b) A teacher shall be promoted, if he/she gets a "Satisfactory" or "Good" grade in the annual performance assessment reports of atleast two of the last three years of the assessment period; and the promotion is recommended by the Selection Committee.

#### IV. CAS Promotion from Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

- (a) An Associate Professor (Academic Level 13A), possessing Ph.D. degree in the relevant/ allied subject, who has completed three years of service as Associate Professor (Academic Level 13A/AGP-Rs.9000) and satisfies the following conditions.
- i. Published a minimum of ten publications in the peer-reviewed journals or UGC-listed journals, out of which three research papers should have been published during the during assessment period; and
  - ii. Evidence of having guided atleast one Ph.D. candidate/Master degree candidate.

A teacher shall be promoted, if he/she gets a "Satisfactory" or "Good" grade in the annual performance assessment reports of atleast two of the last three years of the assessment period; and the promotion is recommended by the Selection Committee.

#### V. CAS Promotion from Professor (Academic Level 14) to Senior Professor (Academic Level 15)

- (a) A Professor (Academic Level 14), who has completed ten years of service as Professor (Academic Level 14/ AGP-Rs.10000) and satisfies the following conditions.
- i. Published a minimum of ten publications in the peer-reviewed journals or UGC-listed journals during the during assessment period; and
  - ii. Ph.D. degree has been successfully awarded to two candidates under his/ her supervision during the assessment period.

A teacher shall be promoted, based on academic achievement, favourable review from three eminent subject-experts, not lower than the rank of a Senior Professor or a Professor having atleast ten years experience. Further, the selection shall be based on the 10 best publications during the assessment period and interaction with a Selection Committee.

### B. Career Advancement Scheme (CAS) for Librarians

#### I. CAS Promotion from University Assistant Librarian/ College Librarian (Academic Level 10) to University Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (Academic Level 11).

- (a) A University Assistant Librarian/ College Librarian (Academic Level 10/ AGP-Rs.6000) who has completed four years of service with a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree, or five years of service with a M.Phil. degree, or six years of service in case of those without a Ph.D./ M.Phil. and satisfies the following conditions.
- i. Attended one orientation course of 21 days duration; and
  - ii. Attended training, seminar or workshop on automation and digitization, maintenance and related activities of atleast 5 days duration.
- (b) An Assistant Librarian/College Librarian (Academic Level 10) shall be promoted, if he/she gets a "Satisfactory" or "Good" grade in the annual performance assessment reports of atleast three/four/five of the last four/five/six years of the assessment period, as the case may be; and the promotion is recommended by the Screening-cum-Evaluation Committee.

#### II. CAS Promotion from University Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (Academic Level 11) to University Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (Academic Level 12).

- (a) A University Assistant Librarian/ College Librarian (Academic Level 11) who has completed five years of service as University Assistant Librarian/ College Librarian (Academic Level 11/ AGP-Rs.7000) and satisfies the following conditions.

- i. Has done any two of the following in the last five years: (1) Training/ Seminar/ Workshop/ Course on automation and digitization, (2) Maintenance and other related activities of atleast 10 days duration (or completed two courses of atleast five days duration in lieu of every course/ programme of ten days duration), (3) Taken/ developed one MOOCs course in the relevant subject (with e-certification), or (4) Library up-gradation course during the assessment period
- (b) An Assistant Librarian/College Librarian (Academic Level 11) shall be promoted, if he/she gets a "Satisfactory" or "Good" grade in the annual performance assessment reports of atleast four out of the last five years of the assessment period, as the case may be; and the promotion is recommended by the Screening-cum-Evaluation Committee.

**III. CAS Promotion from University Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (Academic Level 12) to University Deputy Librarian/ College Librarian (Selection Grade) (Academic Level 13A).**

- (a) A University Assistant Librarian/ College Librarian (Academic Level 12) who has completed three years of service as University Assistant Librarian/ College Librarian (Academic Level 12/ AGP-Rs.8000) and satisfies the following conditions.
  - i. Has done any one of the following in the last three years: (1) Training/ Seminar/ Workshop/ Course on automation and digitization, (2) Maintenance and other related activities of atleast 10 days duration (or completed two courses of atleast five days duration in lieu of every course/ programme of ten days duration), (3) Taken/ developed one MOOCs course in the relevant subject (with e-certification), and (4) Library up-gradation course during the assessment period
  - (b) An Assistant Librarian/ College Librarian (Academic Level 12) shall be promoted, if he/she gets a "Satisfactory" or "Good" grade in the annual performance assessment reports of atleast two out of the last three years of the assessment period; and the promotion is recommended by the Selection Committee on the basis of interview performance.

**IV. CAS Promotion from University Deputy Librarian/ College Librarian (Selection Grade) (Academic Level 13A) to University Deputy Librarian/ College Librarian (Academic Level 14).**

- (a) A University Deputy Librarian/ College Librarian (Academic Level 13A) who has completed three years of service as University Deputy Librarian/ College Librarian (Academic Level 13A/ AGP-Rs.9000) and satisfies the following conditions.
  - i. A Ph.D. degree in Library Science/ Information Science/ Documentation/ archives and Manuscript keeping.
  - ii. Has done any one of the following in the last three years: (1) Training/ Seminar/ Workshop/ Course on automation and digitization, (2) Maintenance and other related activities of atleast 10 days duration (or completed two courses of atleast five days duration in lieu of every course/ programme of ten days duration), (3) Taken/ developed one MOOCs course in the relevant subject (with e-certification), and (4) Library up-gradation course during the assessment period
  - iii. Evidence of innovative library services, including the integration of ICT in a library.
  - (b) A University Deputy Librarian/ College Librarian (Academic Level 13A) shall be promoted, if he/she gets a "Satisfactory" or "Good" grade in the annual performance assessment reports of atleast two out of the last three years of the assessment period; and the promotion is recommended by the Selection Committee on the basis of interview performance.

**17. Constitution of Selection committee/ Screening-cum-Evaluation Committee for direct recruitment and CAS promotions**

**A. Selection Committee for teachers, librarians and equivalent cadres for direct recruitment and CAS promotions**

- (a) The Selection Committee for the post of Assistant Professor/ Assistant Librarian (Academic Level 10), Associate Professor/ Deputy Librarian (Academic Level 13A), Professor/ University Librarian (CAS promotions only) (Academic Level 14) and Senior Professor (Academic Level 15), in the University shall consist of the following persons:
  - i. Vice Chancellor who shall be the Chairperson of the Committee.
  - ii. An academican not below the rank of Senior Professor/Professor with minimum ten years experience who is the nominee of the Chancellor.
  - iii. Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.

- iv. Dean of the faculty.
- v. Head (not below the rank of Senior Professor/Professor with minimum ten years experience).
- vi. An academician (not below the rank of a Senior Professor/Professor with minimum ten years experience) representing SC/ ST/ OBC/ Minority/ Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) At least Four members, including two outside subject experts, shall constitute the quorum.

**B. Screening-cum-Evaluation Committee for promotions of Assistant Professor/ Assistant Librarian or equivalent cadres from Academic Level-10 to Academic Level-11 and from Academic Level-11 to Academic Level-12**

(a) The Screening-cum-Evaluation Committee shall consist of the following persons:

- i. Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee
- ii. The Dean of the Faculty concerned;
- iii. The Head of the Department /Librarian, as the case may be; and
- iv. One subject expert in the subject concerned nominated by the Vice-Chancellor.

(b) At least three members, including one outside subject expert/university nominee, shall constitute the quorum.

**C.** Guidelines for selection procedure and assessment process shall be as per the Gazette Notification [read at (7) above].

**D.** Score cards for direct recruitment and promotion of teachers, librarians and equivalent cadres shall be framed by the University and approved by the competent authorities and shall be applied for recruitments and promotions. Further, the Selection Committee or the Screening-cum-Evaluation Committee shall verify/ evaluate the performance of the candidate through the score card designed by the respective University along with minimum score specified for selection/ promotion. The Committee shall recommend to the Board of Management of the University about the suitability for selection/ promotion of the candidate(s).

**18.Counting of Past Services for Direct Recruitment and Promotion under CAS**

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, may be considered for ascertaining eligibility for the purpose of direct recruitment only to the relevant cadres/posts. But fixation of pay, Regulation of service conditions in all such cases shall be strictly in accordance with the provisions of the Rules framed by the State. Further,for promotion under the CAS the previous service of a teacher in the cadre of Assistant Professor, Associate Professor, Professor or any other nomenclature etc.,shall be considered in accordance with the provisions of relevant Service Rules/orders of the State Government if any and further subject to the fulfillment of the following:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/ Institutions concerned, for such appointments.
- (e) The previous appointment was not as guest lecturer for any duration.
- (f) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this clause.

**19. The Period of Probation and Confirmation**

The period of probation and confirmation of Teachers and equivalent cadre staff in the University shall be as stipulated in the respective State Rules namely; The Karnataka Civil Services (Probation) Rules, 1977 and The Karnataka Civil Services (General Recruitment) Rules, 1977 and orders issued thereunder from time to time.

**20. Deputation & UGC/ICAR Pay Scales:**

As a matter of Policy precedent and in order to maintain Quality and standards like relevancy, inclusiveness and excellence in academic field, Teachers going on deputation to other jobs except those related to education management and research cannot carry forward their UGC/ICAR pay scales. In other words, Teachers and equivalent cadre staff are not entitled to get pay in UGC/ICAR Pay Scales when they go on deputation to other posts outside academic field. However, they are entitled to draw pay in State pay scales as per the Rules and Orders governing the issue.

**21. Creation and Filling-up of teaching Posts**

Without the sanction of the State Government no new post be created and no recruitment shall be made to the posts in the University and affiliated colleges. However, the ratio of posts as prescribed by UGC/ICAR shall be adhered to. Accordingly,

- (i) Teaching posts in university, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.
- (ii) All the sanctioned/approved posts in the university system shall be filled up on an urgent basis only after getting necessary approval of the State Government.

**22. Workload**

- (i) The workload shall be as specified in the "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018". If any doubt arises as to assignment of workload then the same shall be resolved as per UGC/ICAR regulations and in the interest of the institution concerned.
- (ii) Accordingly, the workload of the teachers in full employment should not be less than Forty hours a week for thirty working weeks (One Hundred and Eighty teaching days) in an academic year. It should be necessary for the teacher to be available for at least Five hours daily in the University/College. Teachers shall devote at least Two hours per day for mentoring of students (minimum Fifteen students per coordinator) for Community Development/Extra- Curricular Activities/library consultation/research in case of Under-Graduate Courses and/or at least Two hours per day for research in case of Post-Graduate courses, for which the necessary space and infrastructure shall be provided by the University/College. The direct teaching-learning work load should be as follows: Assistant Professor - 16 hours per week, Associate Professor/Professor - 14 hours per week
- (iii) Professors/ Associate Professors/ Assistant Professors involved in administration/ extension work can devote two hours per week from the teaching and learning hours.

**23. Inter-se seniority between the direct recruited and teachers promoted under CAS**

The seniority of employees including the inter-se seniority among direct recruits and promotees etc shall be determined as per the provisions of Karnataka Government Servants' (Seniority) Rules, 1957 and orders issued thereunder.

**24. Anomalies**

Anomalies and disparities in pay if any in the Revised Pay on account of implementation of the New Pay Matrix shall be brought to the notice of the State Government for suitable orders.

**25. Other Matters:**

If any difficulty arises in giving effect to the above provisions the same may be considered in the light of the provisions contained in "**UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018**" and amendments issued thereunder and if necessary the same may be referred to government for necessary orders.

**26. This Order issues with the concurrence of the Finance Department vide its Note No. FD 16 SRP 2018, Dated: 12.03.2019.**

By Order and in the Name of the Governor of Karnataka,

**T. HANUMANTHE GOWDA**

Under Secretary to Government,

Department of Animal Husbandry and Fisheries

(Animal Husbandry)

**ANNEXURE-I**

**Pay Matrix**

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Academic Grade Pay (Rs)	6,000	7,000	8,000	9,000	10,000	-
Index of Rationalization	<b>2.67</b>	<b>2.67</b>	<b>2.67</b>	<b>2.67</b>	<b>2.72</b>	<b>2.72</b>
Entry Level Pay(Rs)	21,600	25,790	29,900	49,200	53,000	67,000
<b>Academic Level</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13A</b>	<b>14</b>	<b>15</b>
<b>Revised Entry Pay</b>	1	57,700	68,900	79,800	1,31,400	1,44,200
	2	59,400	71,000	82,200	1,35,300	1,48,500
	3	61,200	73,100	84,700	1,39,400	1,53,000
	4	63,000	75,300	87,200	1,43,600	1,57,600
	5	64,900	77,600	89,800	1,47,900	1,62,300
	6	66,800	79,900	92,500	1,52,300	1,67,200
	7	68,800	82,300	95,300	1,56,900	1,72,200
	8	70,900	84,800	98,200	1,61,600	1,77,400
	9	73,000	87,300	1,01,100	1,66,400	1,82,700
	10	75,200	89,900	1,04,100	1,71,400	1,88,200
	11	77,500	92,600	1,07,200	1,76,500	1,93,800
	12	79,800	95,400	1,10,400	1,81,800	1,99,600
	13	82,200	98,300	1,13,700	1,87,300	2,05,600
	14	84,700	1,01,200	1,17,100	1,92,900	2,11,800
	15	87,200	1,04,200	1,20,600	1,98,700	2,18,200
	16	89,800	1,07,300	1,24,200	2,04,700	
	17	92,500	1,10,500	1,27,900	2,10,800	
	18	95,300	1,13,800	1,31,700	2,17,100	
	19	98,200	1,17,200	1,35,700		
	20	1,01,100	1,20,700	1,39,800		
	21	1,04,100	1,24,300	1,44,000		
	22	1,07,200	1,28,000	1,48,300		
	23	1,10,400	1,31,800	1,52,700		
	24	1,13,700	1,35,800	1,57,300		
	25	1,17,100	1,39,900	1,62,000		
	26	1,20,600	1,44,100	1,66,900		
	27	1,24,200	1,48,400	1,71,900		
	28	1,27,900	1,52,900	1,77,100		
	29	1,31,700	1,57,500	1,82,400		
	30	1,35,700	1,62,200	1,87,900		
	31	1,39,800	1,67,100	1,93,500		
	32	1,44,000	1,72,100	1,99,300		
	33	1,48,300	1,77,300	2,05,300		
	34	1,52,700	1,82,600	2,11,500		
	35	1,57,300	1,88,100			
	36	1,62,000	1,93,700			
	37	1,66,900	1,99,500			
	38	1,71,900	2,05,500			
	39	1,77,100				
	40	1,82,400				

**T. HANUMANTHE GOWDA**

Under Secretary to Government,  
Department of Animal Husbandry and Fisheries  
(Animal Husbandry)

Annexure-II

1.	Name of the Employee	
2.	Designation of the post in which pay is to be Fixed as on January 1, 2016	
3.	Status (substantive/officiating)	
4.	Pre-revised Pay Band and Grade Pay or Scale	
5.	Existing Emoluments	
	a. Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2016 b. Dearness Allowance sanctioned w.e.f. 01.01.2016 c. Existing emoluments (a+b)	
6.	Basic pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised pay structure as on January 1, 2016.	
7.	Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or scale shown at S.No.4	
8.	Amount arrived at by multiplying basic pay as at Sl.No. 6 by 2.57 B	
9.	Applicable Cell in the Level either equal to or just above the Amount at Sl. No.8	
10.	Revised Basic Pay (as per Sl.No.9)	
11.	Personal pay, if any	
12.	Date of next increment and Pay after grant of increment(Pay after increment in applicable Level of Pay Matrix).	
13.	Any other relevant information	

Date:

Signature & Designation of Head of Department

Office:

Annexure-III

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date:

Signature:

Station:

Name:

Designation:

College:

Signed before me

Signature & Designation of Head of the Office/Department

PR-107

SC-500